



PERS-41

August 2015

Newsletter

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Website: <http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>

Forums: www.sailorbob.com

Twitter: twitter.com/PERS41

Facebook: www.facebook.com/PERS41

From the Bridge

Fellow Surface Warriors,

I am humbled to serve you and our community as PERS-41. We are serving during a unique period in our Navy – one filled with change and opportunities. In July, we unveiled the SWO Career Chart. This new initiative was briefed to SWO Flags during the Surface Warfare Officer Flag Officer Training Symposium (SWOFOTS) in San Diego and SNA West 2015. As of this writing, we have briefed more than 1500 SWOs in CONUS on our way ahead.

As a community, our goal is simple: to retain our most talented Officers!

The SWO Career Chart shifts away from a 'conveyor belt' approach and toward a multi-track, option-based, agile approach to career management. Surface Warfare Officers will now have the option to pursue different tracks. The SWO Career Chart is underscored by opportunities emerging from Sailor 2025 initiatives, a restructured bonus proposal that rewards performance and pro-active outreach to retain talent. It offers Junior Officers the opportunity to develop skills valuable to the Surface community, apply for education at America's elite academic institutions, work at a Fortune 500 Company to gain valuable corporate experience and knowledge, and/or increase the potential retention bonus and take career intermission to pursue goals.

The SWO Career Chart empowers our talented Junior Officers with choices and opportunities that will enable them to better serve our Surface Community. It will allow our Officers to grow into competent and confident future Department Heads, Commanding Officers, Warfare Commanders, and Flag Officers who can think, lead, operate, and win in a variety of future environments.

The feedback from the Fleet has been FANTASTIC! In the coming weeks, we will travel to every fleet concentration area, the U.S. Naval Academy and every Navy Reserve Officer Training Corps unit to brief this plan. We will also pursue opportunities to virtually connect with SWOs serving throughout the country in other locations and assignments.

I am excited for our future and I know you are, as well!

#DoGreatThings! ... #MakeUsProud!

CAPT Brad Cooper

Community News

Fellow Surface Warriors,

CAPT Brad Cooper assumed the watch as PERS-41 in June. He just completed a superb command tour in USS GETTYSBURG (CG 64). I offer my sincerest thanks for your service, your leadership, and commitment to our great Navy. The hard work and dedication each of you brings to work every day makes a difference. I wish you all fair winds and following seas and look forward to seeing you on the waterfront in the future.

Sail Safely,

RDML Gene Black



THANK YOU FOR THE YOUR LEADERSHIP, MENTORSHIP AND SERVICE
AS DIRECTOR, SURFACE WARFARE DISTRIBUTION (PERS-41) !

Community News

Surface Warfare Career Chart

“Your careers will be defined by flexibility, transparency, and choice... we must evolve to meet the needs of the future battle space and the needs of our people. Today we shift from ‘what-ifs’ to ‘what’s next’...”

-- Secretary of the Navy Ray Mabus

The Surface Warfare Officer community is “going active” and translating vision into action today – raising the level of talent in our ranks and growing future Department Heads, Commanding Officers, Warfare Commanders and Flag Officers who can think, lead, operate and win in a variety of future environments. We are launching the new “SWO Career Chart” and here are 12 things you should know:

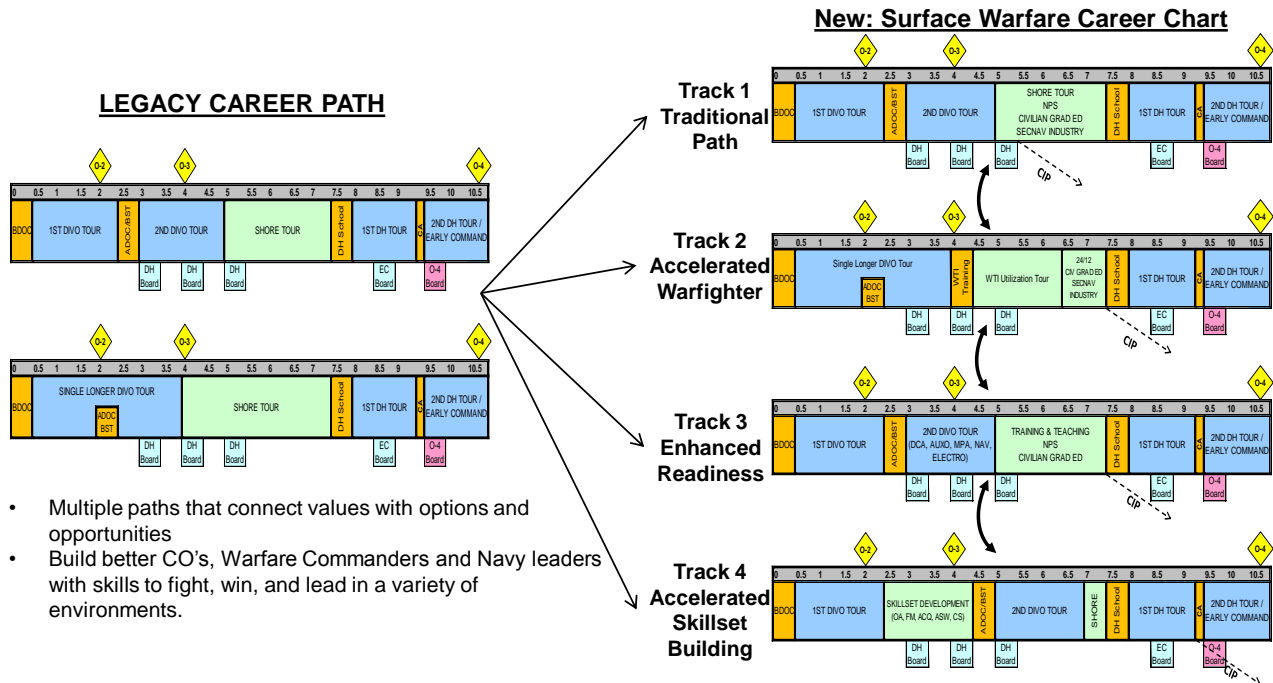
1. **WE HAVE EYE-WATERING TALENT in SURFACE WARFARE.** Today, we are stepping out strongly... LEADING the Navy and, for that matter, the entire U.S. military... in a priority effort to retain that talent.
2. **WHAT’S NEW?... an OPTION-BASED, FLEXIBLE, AGILE, CAREER** underscored by OPPORTUNITIES emerging from Sailor 2025 initiatives: a restructured bonus proposal that REWARDS PERFORMANCE; and pro-active OUTREACH to RETAIN TALENT. Junior officers and their families have different tracks on the SWO career chart available to them. This effort builds on current policies that have served us well.
 - Under our new approach, Commanding Officers (CO’s) and Junior Officers (JO’s) are more empowered to influence the future and leverage new opportunities in graduate education, personal growth and career flexibility.
 - Among the new options: going to Naval Postgraduate School after the First Division Officer tour... earning a Master’s degree in a skillset we value... then returning to sea for a Second Division Officer tour... then to Department Head School.
3. **THIS IS ABOUT WARFIGHTING FIRST.** Enabled through: a focus on our people; recognition of superior performance; development of skillsets early; and accruing experience at sea (we refer to this as: WUK – “Water Under the Keel”). Investing in and retaining our most talented officers is critical to operating, fighting and winning in tomorrow’s complex environments... and we’re backing up words with action. Growing Warfare Tactics Instructors (WTIs) is a priority. This program will continue to expand under Navy Surface and Mine Warfighting Development Center (SMWDC) leadership.

For more information on the SWO Career Chart and Factsheet, visit the PERS-41 webpage at:

<http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>

Community News

A new SWO Career Chart... Multiple Tracks



Agile, Flexible, Options-Based, Values-Driven

4. **MYTH-BUSTER ON JO RETENTION...** BLUF: We are retaining sufficient numbers of SWO JO's to meet our Department Head billet demand and we've done it for four consecutive year groups ... and on track for a fifth! On the waterfront, you see the positive effect of this every day. Kudos across the board to everybody who has invested their energy into getting us where we are today... and now... it's time to raise the talent bar of those leading at sea even higher !!

5. And so... **WE ARE CHANGING A CULTURAL MINDSET.** Away from ...”retaining the most willing” ... and toward ... “retaining the most talented.” This is a BIG DEAL!

6. **“SAILOR 2025” INITIATIVES ARE CRITICAL ENABLERS TO RETAINING OUR BEST PEOPLE.** These new initiatives:

- **GROW WARRIOR-SCHOLARS.** We embrace every opportunity to send our most talented officers to study at America's most prestigious academic institutions (we're not just talking about this, we're doing it — the first officer begins his Masters Degree program at Yale University this Fall). Guidance is forthcoming for those officers who want to compete and start studies in the Fall of 2016! Starting in 2016, we will send officers to learn and contribute at Fortune 500 companies throughout our country under the new SECNAV Industry Tour Program.

Community News

- **INSTITUTE MORE ADAPTIVE WORKFORCE POLICIES.** We will lead the Navy in supporting officers' desire to take a career intermission for up to 3 years as a means to pursue personal interests, then return to our Navy and serve even stronger than before. We are firmly committed to military spouse co-location **as the standard** – not the exception. Our commitment to our people is further reinforced by the recent Maternity Leave policy expansion from 6 to 18 weeks.

7. **TALENTED DEPARTMENT HEADS ARE DIFFERENCE-MAKERS...** so we are raising the bar on what it takes to serve as a Department Head at sea. For the last 20 years, we had little-to-no selectivity. This year, we increased Department Head selectivity by lowering the selection rate to 80%. In 2016, we expect the screening rate for first look to be 50-60%. By doing so, we will clearly select our BEST junior officers to serve as future Department Heads, Commanding Officers and Major Commanders.

8. **WE ARE CHANGING THE SWO JO BONUS MODEL. SUPERIOR PERFORMANCE IS WHAT COUNTS — and WE WILL REWARD IT.** This is not about money ... we know that talented officers don't stay for the money... this is about recognizing and rewarding performance. Once approved, a new JO bonus structure will provide First Look-Department Head screened officers with the opportunity for up to \$105,000 in bonuses (\$30,000 above the existing bonus, which will continue) to serve two Department Head tours or through their tenth year of commissioned service, whichever is later. The new bonus proposal will pay officers sooner in exchange for signing up earlier. Officers who successfully screen on ensuing looks will also be eligible for bonuses above today's \$75,000 package rates, but at an incrementally reduced rate.

9. **LAUNCHING A DELIBERATE OUTREACH INITIATIVE** ... we've modeled the talent and performance of our JOs using a simple formula that weighs FITREPs and qualifications. We know who the top 50% of performers are. In the coming weeks, we will be communicating with CO's and JO's... starting with Year Group 2012 ... and targeting the top 50% of that year group. The goal is simple: retain our TOP TALENT!

10. **POSITIONING FOR THE FUTURE.** Positive changes to the statutory board process are on the horizon and new "market based" detailing pilots have been approved. Our career chart positions us to embrace these changes to the benefit of our people. Specifically, we are:

- Working to replace traditional zones to ensure the best officers are promoted regardless of zone placement and prior selection board decisions.
- Supporting legislation that would eliminate officer management by year group to ensure performance determines timeline and eligibility for promotion and leadership assignments. The legislation would allow those who are not ready for promotion to continue to serve in the same paygrade longer, or for those ready, to advance through the system faster.

Community News

11. **STRAIGHT TALK: SUBSTANDARD PERFORMANCE DOESN'T CUT IT.** We'll put a rocket on the backs of our best performers ... and propel those officers to new heights as those officers achieve their absolute maximum potential.... but ... we will no longer accept substandard performers in Surface Warfare. The last Department Head board de-screened 39 officers whose performance did not warrant serving at sea as a Department Head. Starting w/Year Group 2012 officers, we will reach out to the bottom 10% of officers by communicating to them via their Commanding Officers. This communication will serve notice that substandard performance is not acceptable ... that it's time to step up your game... or step out of Surface Warfare. No apologies here. We need TALENT leading our Sailors at sea.

12. **We are GOING GLOBAL!** In the coming weeks, we will travel to every Fleet Concentration area, Newport and Washington, D.C to brief this plan. The plan will also be briefed at the U.S. Naval Academy and to every NROTC unit in America starting this Fall. We will also pursue opportunities to virtually connect with SWOs serving throughout the country in locations and assignments not listed above.

Bottom Line

SECNAV's imperative

+

Our strong community values

+

Agile, flexible, options-based, values-driven

+

Integrated Sailor 2025 initiatives

+

A focused outreach strategy and transparent communications

+

Top performance recognized and rewarded

**Surface Warfare community:
Well-positioned to retain our top talent
Elevate warfighting readiness to new heights**

Community News

Renewal of the Surface Warfare Officer Revised Junior and LCDR CSRB Programs

NAVADMIN 057/15 (DTG 061345Z MAR 15) announced the renewal of the Surface Warfare Officer Critical Skills Retention Bonus (SWO CSRB).

- SWO lieutenants will have the opportunity to commit to the Revised Junior Critical Skills Retention Bonus as early as YCS-4 anniversary date, but NLT YCS-8. The Navy will continue to pay a maximum bonus of \$75,000 for Officers to obligate through two Department Head tours (or a single long Department Head tour) or through the completion of their 10th year of commissioned service (YCS-10), whichever is later.
- SWOs promoted to lieutenant commander (LCDR) will have the opportunity to commit to the LCDR CSRB. The Navy will continue to pay for Officers for a three year obligated service from their 12th year of commissioned service (YCS-12) through completion of their 15th year of commissioned service (YCS-15). Officers are eligible for the LCDR CSRB upon promotion to LCDR and will receive \$22,000 on their 2nd anniversary, \$12,000 on their 3rd anniversary, \$12,000 on their 4th anniversary of their promotion to LCDR.

All applications for the bonuses contained within this program will be submitted to PERS-41 for approval, payment processing, and tracking.

To read NAVADMIN 057/15 in its entirety, please visit:

<http://www.npc.navy.mil/bupers-npc/reference/messages/Documents/NAVADMINs/NAV2015/NAV15057.txt>

Updated Post-9/11 GI Bill Instruction

OPNAV Instruction 1780.4 (POST-9/11 GI BILL) has been updated and consolidates policy detailed in NAVADMINs 187/09, 203/09, 354/09, and 235/11.

It includes the Transfer of Benefits (TEB) steps (Enclosure 2 of the instruction) in order to create a simple checklist that Sailors can follow to ensure they successfully complete the process. It outlines everything from verifying their family members are enrolled in the Defense Eligibility Enrollment System (DEERS) to eligibility requirements, service obligations and what to do if a request is rejected.

The instruction can be found at:

<http://doni.documentservices.dla.mil/Directives/01000%20Military%20Personnel%20Support/01-700%20Morale,%20Community%20and%20Religious%20Services/1780.4.pdf>

Community News

Overseas / Remote Duty Screening Policy Reminder

NAVADMIN 203/14 was released late last year announcing changes to the overseas screening process. Under the new policy, service members are required to complete the overseas screening process prior to release of PCS orders. Commander, Navy Personnel Command (NPC) will notify the service member's command, the command's immediate superior-in-command and type commander via an electronic letter of intent (LOI) - via message traffic - once Overseas/Remote Duty orders are initiated, to commence overseas screening. Commands have 24 hours to acknowledge receipt of the LOI via email to NPC (email to: overseas_screening@navy.mil). Once service members receive their LOI, they should contact the servicing Military Treatment Facilities (MTF) immediately to schedule an overseas screening appointment for them and their dependent(s).

Service members have 30 days and dependents have 60 days from receipt of the LOI to complete the overseas screening process. If a delay in submitting the required forms and notification is anticipated, a waiver must be submitted to NPC. Additionally, service members are strongly encouraged to keep their detailers apprised of issues or challenges they encounter in the screening process.

Once the suitability determinations (for member and/or dependents) are complete, commands must log into BUPERS Online (BOL) and input the screening status. Commands may still utilize naval message when connectivity issues exist. Once a suitable determination is submitted, the service member's order routing process will continue and be released based on current release authorizations.

Additional information (including sample LOIs and waiver requests) are available on the NPC Overseas screening page:

<http://www.npc.navy.mil/bupers-npc/support/distribution/Pages/OverseasScreening.aspx>

Leave - Use It or Lose It

Since 2008 Sailors have been allowed to carryover up to 75 days of leave each fiscal year as authorized by Congress. That authorization will end on September 30, 2015 after which leave carryover will revert to 60 days. Any leave balance in excess of 60 days on Sept. 30, 2015 will be lost.

There are some specific exceptions. Sailors with more leave days than the authorized carryover limit, who are also assigned to hostile fire or imminent danger pay areas or deployed on a ship or mobile unit for at least 60 continuous days, may apply for special leave accrual (SLA) to retain any excess leave days. This request is typically done at the command level. Instructions on how to apply for and administer SLA are outlined in MILPERSMAN 1050-070.

Interested in how Statutory and Administrative Boards operate? Consider volunteering.

Board members, Admin Assistants and Assistant Recorders are needed for upcoming Statutory and Administrative Boards. For more information about board support, contact your detailer.

Community News

Exceptional Family Member (EFM) Program

The Navy's Exceptional Family Member Program (EFM) is designed to assist Sailors by addressing the special needs of their exceptional family members during the assignment process. Special needs include any special medical, dental, mental health, developmental or educational requirement, wheelchair accessibility, adaptive equipment or assistive technology devices and services. EFM guidance is contained in:

- DOD Instruction 1315.19, 20 Dec 05, Authorizing Special Needs Family Members Travel Overseas at Government Expense
- SECNAV Instruction 1754.5B, 14 Dec 05, Exceptional Family Member Program
- OPNAV Instruction 1754.2B, 16 Jun 03, Exceptional Family Member Program
- BUMEDINST 1300.2A, 23 Jun 06, Suitability Screening, Medical Assignment Screening and Exceptional Family Member Program (EFMP) Identification and Enrollment

The primary goal of the EFM program is to ensure the special needs can be met at a new assignment location. EFM enrollment information enables Navy detailers to proactively consider a family member's special need requirements during the assignment process and to pinpoint the assignment to a location with appropriate resources that address the special needs. Successful implementation requires up-to-date enrollment information and extensive coordination among the personnel, medical, and educational communities. Enrollment updates are due every three years from the date the enrollment application is approved by Navy Personnel Command. The most common issue Detailers encounter when trying to detail EFM participants is an out of date EFM status. Failure to ensure your EFM status is current can delay the release of PCS orders.

For more information regarding the EFM program, please visit:

<http://www.npc.navy.mil/bupers-npc/support/efm/Pages/default.aspx>

Surface Warfare Command Qualification Bibliography Update

CNSF released a message announcing an update to the Surface Warfare Command Qualification bibliography (DTG: 092219Z MAR 15). As of 1 July 2015, all Command Qualification Exams (CQE) and retake exams will be derived from CQE bibliography version 3, dated 6 Feb 15. Officers who need to retake one or more sections of the exam under the CQE bibliography, version 2, will re-take the exam using the new bibliography. The new CQE bibliography is available at:

Navy Knowledge Online (NKO)

- <HTTPS://WWW.NKO.NAVY.MIL/GROUP/SWOS/N75-COMMAND-AT-SEA>

SIPRNET Navy Knowledge Online (S-NKO)

- <HTTPS://WWW.NKO.NAVY.SMIL.MIL/GROUP/SWOS-LEARNING-CENTER/COMMAND-QUALIFICATION-EXAM-AND-ASSESSMENT>

Community News

Lateral Transfer/Redesignation

Former Surface Warfare Officers have a significant footprint in the RL and Staff communities. These communities value what SWOs “bring to the fight,” namely leadership, a wide variety of experiences and determination.

As SWO Officer Community Manager, I review every package. In effort to further explain the process beyond the NAVADMIN and Letter of Instruction, here are my thoughts and observations:

- If you intend to submit a lateral transfer package, communicate with your detailer and the respective community manager(s) early (especially if you are in a slating window)
- Community requirements take precedence
 - o In most cases, the records that were released to the board were on a conditional basis delaying redesignation and/or transfer until the officer’s PRD or until the community can identify and deliver a suitable relief
 - o Your PRD matters; normally, the smaller communities simply cannot wait more than a year for the officer to redesignate and transfer
 - o “Out” quotas were limited for junior Year Groups (YG12 and junior) due to concerns about manning second tour Division Officer and future Department Head requirements
- Lateral Transfer Boards are competitive
 - o Some communities have significantly more applicants than available “In” quotas
 - o Communication with the community managers is critical
 - Applicants require significant time/effort to build competitive records
 - o Have realistic expectations

The bottom-line is your performance, today, will impact your future. Even if you do not intend to make a career as a Surface Warfare Officer, make the most of your current opportunities. As with EVERY selection board, those who demonstrate sustained-superior-performance-at-sea are the one who stand the best chance for selection. If you have any additional questions, please do not hesitate to call me.

Take care and V/r

CDR Erik Eslich

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Community News

Focus on AEGIS Ashore

The United States Aegis Ashore Missile Defense System Romania (USAAMDSRO) is part of the President of the United States (POTUS) European Phased Adaptive Approach (EPAA) to Ballistic Missile Defense (BMD) for Europe. Current phases of EPAA also include the relocation of BMD-capable destroyers to Spain, where three of four DDGs have already arrived to their new homeport of Rota. The fielding and installation of Aegis Ashore BMD capabilities in Romania and Poland are also part of the EPAA. In this guest column by CDR Drew Carlson, the CO of the Aegis Ashore Missile Defense System in Romania, we highlight some of the particular characteristics of this new command.



Salut from Deveselu! The initial deployment of Sailors to Romania in support of phase two of the President's plan to establish a BMD capability for Europe is well underway. After the signing of the initial agreements between Romania and the U.S., U.S. military and industry partners have been in Romania working on the next phase of the ballistic missile defense of allies and partners in the European theater. Over a dozen Aegis Ashore Missile Defense System (AAMDS) Sailors are on the ground in Deveselu, working side-by-side with industry partners Lockheed Martin, Raytheon, and BAE, to name a few, and with Navy counterparts at Naval Surface Warfare Centers, SPAWAR, and NAVSSES conducting weapon system and C4I system installation. AAMDS Sailors have also integrated with the base personnel that perform security, administration, logistics, and communications functions onboard Naval Support Facility Deveselu. There is no shortage of activity in this quiet, agricultural corner of Romania, just north of the Danube River and three hours west of Bucharest. It has all the energy of a new construction destroyer, but with several noteworthy distinctions.

It is not a ship. To be sure, the Aegis Weapon System (AWS), modern communications systems such as Navy Multi-band Terminal (NMT), and the most recent build of the Vertical Launch System (VLS) are key components of Aegis Ashore that were lifted straight from the modern weapon system designs found on DDG 113. The weapon system components and a large percentage of the support equipment that make up the deckhouse are Navy Programs of Record (POR). Despite the obvious optical illusion of an Arleigh Burke Destroyer on land, Aegis Ashore is more than a DDG in a field. It is a hybrid of hybrids, consisting of facilities and sea systems under NAVFAC and NAVSEA purview. It is a single tenant on an austere base established for the sole purpose of hosting the weapon system. It is comprised of a composite crew of Sailors and civilians, side-by-side, responsible for the operations and maintenance of a land-based ballistic missile defense weapon system using technology and tactics borne for blue water warfare, matured over decades of sea time, and accelerated through hundreds of simulations and dozens of operational flight-testing.

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Innovation revisited. It is simultaneously all new, yet comprised of nothing new under the sun. Terrestrial communication paths are incorporated into the typical afloat satellite communications design. Force Protection is outsourced to the host command of the NSF. Watch rotations no longer mirror traditional underway schedules, but are flexible to respond to varied threat indicators and warning conditions, including a rapid ability to shift readiness. Maintenance is largely performed by contracted civilian technicians, organized under the traditional Combat Systems maintenance organizations present on the modern day cruiser and destroyer. In a sense, AAMDS is an amalgamation of many different proven technologies or operating principles, innovatively layered in a complex yet feasible design concept.



The first watch team “Red 1” for AEGIS Ashore Romania poses at AEGIS Ashore Detachment Dam

Sailor – driven. As is the case with modern naval weapon systems, Aegis Ashore requires Sailors to meet the mission. In the specific case of this first-ever tactical deployment of sea-based BMD from a land site, Sailor ingenuity, critical thinking/problem solving, and true bluejacket grit make this program successful. John Paul Jones is famously attributed to say that “men mean more than guns in the rating of a ship.” Aegis Ashore continues that legacy of the Naval professional in that Sailors mean more than the technology in the capability of our weapon system. One of the most interesting deviations from a traditional sea-going command concerning the makeup of Aegis Ashore is that we are composed of senior officers and enlisted members. The junior most member of any Aegis Ashore team is a seasoned Second Class with at least one sea tour. In order to manage such a complex weapon system effectively, system experts require the maturity and dedication often found in journeyman and master level sailors. Additionally, the rotational deployment schedule and autonomous nature of the watchteams demands a level of maturity and resilience commensurate with our ranks. Last summer, during an initial meeting with the first wave of Aegis Fire Control technicians undergoing training in Dahlgren, we tallied over 200 years of afloat experience among two dozen Sailors. It is not just for Aegis FCs, either: AAMDS boasts senior petty officer billets in the Gunner’s Mate (GM), Information Systems Technician (IT), Cryptologic Technician (CTT), Electronics Technician (ET), and Operations Specialist (OS) ratings. Our manning component also includes a 5-person Logistics Department led by a senior Supply Corps Lieutenant, and an expeditionary medical capability with two Hospital Corpsmen (HM) and a Family Nurse Practitioner.

Community News

Aegis Ashore Tactical Action Officers are Post-department head Surface Warfare Officers or “graduated” Systems Test Officers, all with the Ballistic Missile Defense Additional Qualification Designator (AQD) and primed to command by negation a land-based Standard Missile (SM) -3 battery. While the physical environment associated with Aegis Ashore is different from a sea-going vessel, the basic science and management of the weapon systems does not change. The saying that “Physics doesn’t change” holds true when it comes to



Construction of the AEGIS Ashore Deckhouse at Naval Support Facility Deveselu, Romania.

Aegis Ashore. While the platform never moves, the mission to provide Ballistic Missile defense remains the same, and the deployment of the weapon system requires focused deployment of our talented and experienced personnel who are the backbone of the modern Navy.

Defending the Alliance. The Aegis Ashore Missile Defense System Romania motto is *apărăm alianța*, a Romanian translation of “We Defend the Alliance.” The EPAA concept includes Forward Deployed Naval Forces (FDNF) based in Rota, Spain, as well as Aegis Ashore Missile Defense Systems in Romania and Poland. AAMDS watch teams assemble in Dam Neck, Virginia, and undergo an eight-week academy of predeployment preparations, including two weeks of language and culture orientation from the Defense Language Institute. Each team then achieves ballistic missile defense certification by US Fleet Forces Command following a condensed qualification and certification path supported by the multiple cadres of subject matter experts in our key training organizations including the Center for Surface Combat Systems, the Afloat Training Group, and the Tactical Training Group Atlantic. Operationally aligned under US SIXTH Fleet, and administratively reporting to Commander, Surface Forces Atlantic, AAMDS Sailors train in garrison at the Dam Neck Annex to Oceana Naval Air Station in Virginia Beach, and deploy to Deveselu, Romania for six month deployments. The three-year orders to offer stability in deployment scheduling with a guaranteed opportunity to contribute to the newest FDNF command and to live in Romania, a vibrant country rich in culture and heritage. It is a great place to be! The assurance our capability brings, in conjunction with consistent naval presence in the Black Sea and Eastern Mediterranean regions, are welcomed additions to the collective defense of our allies and partners in Europe.

A final note on duty with Aegis Ashore: the capability is real, the importance of our mission is undeniable, and the significance is an historic one: never before have we attempted to establish a land-based missile defense capability using afloat technology optimally manned by Sailors. That said, Commodore Matthew Perry’s transfer of six naval guns to Major General Winfield Scott in support of the siege of Veracruz in 1847 may have set a precedent for joint operations that we are only happy to follow: naval capability ashore is welcomed, needed, and timely. We are honored and privileged to be part of this endeavor.

Community News

Surface Acquisition Professionals – Shaping the Surface Navy’s Future!

Courtesy of CAPT E.H. Ver Hage, IWS Project Manager/National POC, Maritime Theater Missile Defense Forum

The phone on my Pentagon desk rang late on a hot August Friday afternoon. It was CAPT Tim Batzler, then PEO IWS3 Major Program Manager and SWO Acquisition Corps military community lead, on the line with a proposition for me, “Was I interested in throwing my name in the hat and competing to be Commanding Officer of a NAVSEA Field Activity?”

Less than a year out from a successful command at sea tour I felt I had many career and community options so the decision to become a SWO Acquisition Corp member and give up the opportunity

to compete for afloat major command afloat was a difficult one.



NORCO, Calif. (March 5, 2013), CAPT Eric Ver Hage, then commanding officer of Naval Surface Warfare Center (NSWC) Corona Division makes remarks during a Town Hall and Award Ceremony. Photo by Greg Vojtko.

The geographic stability (the bulk of acquisition tours are in Washington, D.C. and San Diego) and the opportunity to learn skills that were in demand both in and outside of the Navy ended up being deciding factors for me. I threw my name in the hat, was selected, went to major acquisition command and became a member of the SWO AC community. That phone call (which I almost didn’t pick up), turned out to be one of the best phone calls of my naval career.

SWO Acquisition: An awesome opportunity to learn, serve, and lead!

For those not familiar with the Surface Acquisition Corps, the community is comprised of about 45 officers in the rank of O-4 thru O-8. Surface Acquisition Corps members, like their Aviation and Submarine AC colleagues, fill an important role in the larger acquisition community that is mostly comprised of government civilians and Engineering Duty Officers, as they bring seasoned fleet leadership experience and the end-user perspective to the business of

acquisition. For the SWO AC community members, who grew up in the SWO community and must be selected for Commander Command to apply for AC membership, the mission of building and sustaining ships and the weapons/sensors their crews have or will one day employ is a personal one. The community typically brings three to four officers into the community each year with a commitment by SWO AC leadership to track community health and the career progression of each AC member or candidate. All SWO AC officers are assigned a Flag mentor and the SWO AC Flags, with the assistance of the Community Manager and military lead, meet regularly to review the

Community News

professional development and assignment potential for each officer. Three things in particular make the SWO AC community appealing and rewarding to me:

1. It is a meritocracy! At the O-6 and sometimes O-5 level, acquisition leadership assignments are competed. The positions are announced, civilians and military alike from a variety of acquisition communities compete, and a diverse panel of senior acquisition leaders makes a selection. I've applied and been selected for a position and similarly I've applied and had others get the nod. No matter the outcome, I've appreciated the opportunity this community has offered me to compete for assignments in which I'm interested.

2. It is an opportunity to learn new skills! Each of my acquisition tours have provided awesome opportunities to learn, serve, and lead. I've had three flavors of acquisition assignments - each of them fascinating, challenging, and rewarding in their own way. Here is a little about each in case you might be intrigued about the possibilities associated with membership in the SWO AC community.

- A. OPNAV N96 - Served as the Surface Warfare Directorate's Weapons and Sensors Branch Head (a financial management field acquisition position) leading a team of nearly 40 personnel as they resourced and set requirements for a multi-billion dollar portfolio that included nearly all surface combatant torpedoes, guns, radars, and missiles.
- B. Warfare Center - Served twice in command of a working capital funded Naval Surface Warfare Center (a Critical Acquisition Position and program management field position) leading several thousand military, civilians, and contractors as they served Program Managers, the Fleet, and the Marine Corps. In support of the command's mission I had the support of my own Human Resources, Contracts, Comptroller, Public Affairs, Facilities, Security, Chief Technology Officer, and Legal Counsel functions. With full responsibility for mission, compliance, brand, and financial (profit and loss) performance, these two tours were as close to a Chief Executive Officer (CEO) assignment as I'll ever get while on active duty. These were extraordinarily complex and rewarding acquisition experiences.
- C. PEO IWS Program/Project - Currently serving as PEO IWS project lead (a program management field position) and US National POC (NPOC) for the Maritime Theater Missile Defense Forum. In this job (which is part project management and part Pol/Mil in nature) I leverage my SWO experience extensively including my warfighting, operational planning, JPME training and even my degrees in political science and national security affairs.

3. It is an opportunity to shape the future of the Surface Navy! As SWOs we are confident in knowing that as we serve we are making a difference in our Navy and on the global stage. As a SWO AC however, I know my colleagues and I are making decisions and having an impact not just today but for decades to come.

Community News

The chart below is a list of SWO AC Major Program Managers and Commanding Officers. The outstanding work these officers (and all who serve as SWO ACs) are doing is not only delivering important warfighting capability to today's fleet, it is shaping the future of Surface Warfare for future generations as well!

SWO AC Major Program Managers and Commanding Officers



CAPT Todd Boehm	PEO IWS 1F	Aegis Fleet Readiness
CAPT Craig Bowden	PEO IWS 3B	Rolling Airframe Missile (RAM)
CAPT Dan Brintzinghoffer	PEO LCS PMS 515	Frigate
CAPT Tim Crone	SEA21 PMS 443	Surface Ship Readiness
CAPT Bill DeBow	PEO C4I PMW 760	Ship Integration
CAPT Jim Dick	SEA21 PMS 326	International Fleet Support and Ship Transfer
CAPT Tom Druggan	PEO IWS 1.0	AEGIS Combat Systems
CAPT Bill Guarini	PEO LCS PMS 403	Remote Minehunting System
CAPT Trevor King	PEO IWS 4.0	International and FMS
CAPT Cord Luby	Port Hueneme Division	Commanding Officer
CAPT Steve Murray	Corona Division	Commanding Officer
CAPT Scott Pratt	PEO LCS PMS 505	LCS Fleet Introduction & Sustainment
CAPT Jeff Sinclair	SEA 21 PMS 339	Surface Training Systems
CAPT Jeff Weston	MDA AB AA	Aegis Ashore
CAPT Ted Zobel	SEA 21 PMS 407	Surface Ship Modernization

As of 06 May 2015

If you have an interest in being part of a team inside the larger Surface Warfare community where you will learn new skills and make a difference, both as you prepare for and after you've completed your command assignment, please give the SWO AC community some thought. With the help of a former shipmate and mentor, I did just that and became a SWO AC member. My experience as a SWO AC has exceeded my expectations by a long shot and I've got a hunch that the best still lies ahead!

Interested in learning more about the SWO AC community?

Contact:

CDR Kevin Byrne (SWO AC Military Community Lead) at kevin.p.byrne@navy.mil
or
Ms. Kara Sartain (SWO AC Community Manager) at kara.k.sartain.ctr@navy.mil

Around the Fleet

COMDESRON 9 Hosts Pacific Northwest Women's Waterfront Symposium

EVERETT, WASHINGTON - Destroyer Squadron 9 hosted a waterfront symposium on 22 April, in coordination with RSO PNW, designed to address the challenges that affect women across the surface force and discuss opportunities, solutions, and resources to achieve successful Navy careers. Rear Admiral Lisa Franchetti, Commander, U.S. Naval Forces Korea, shared her career experiences and leadership philosophy with Sailors during the keynote address.



Rear Admiral Lisa Franchetti sharing her career experiences and leadership philosophy.

Two PERS-41 detailers attended the symposium to provide information on career development and discuss options for meeting both professional and personal goals. Women leaders from around the Navy took part in interactive panel discussions about opportunities and challenges, and attendees also heard from the Office of Women's Policy on initiatives addressing women retention challenges. The day was a valuable opportunity to share ideas and address concerns through both individual and group discussions.

RDML Franchetti stressed the importance of personal growth and shared her "top 6" thoughts on having a successful career which include defining success, understanding your organization, setting goals, developing a good network, creating life/work balance, and embracing excellence. "I encourage you to focus on your personal goals," said Franchetti. "Focus on what you need to do to achieve them, focus on taking care of the people around you, and never let go of your dreams."

The next time an event like this comes to your homeport, please make an effort to attend. Encourage your shipmates to join, too! All are welcome!



USS ARLINGTON (LPD 24) Visit, Board, Search and Seizure (VBSS) team transits on a rigid-hull inflatable boat (RHIB) during a training exercise. Photo by MCSN Cole Keller.

Around the Fleet

FORWARD DEPLOYED - A Snapshot of Junior Officer Life in SEVENTH FLEET

Courtesy of ENS Christine M. McElhinney, CURTIS WILBUR (DDG 54) Public Affairs Officer.

Excitement, adventure, and challenge; these are the reasons Junior Officers chose to start their Surface Warfare careers in SEVENTH FLEET. Ensigns Gabriel Gaeta and Jeremy Brooks, both stationed on USS CURTIS WILBUR (DDG 54), have learned that being a member of the Forward Deployed Naval Forces (FDNF) stationed in Yokosuka, Japan does not disappoint.



“One of the reasons I joined the Navy was to see the world, what better place to start than the other side of it?” was ENS Gabriel Gaeta’s

ENS Jeremy Brooks and ENS Gabriel Gaeta pose for a photo while underway in CURTIS WILBUR (DDG 54). Photo by ENS Christine McElhinney.

enthusiastic response to why he chose to start his career in SEVENTH FLEET. Hailing from Houston, Texas life in Japan was definitely an adjustment for ENS Gaeta and although he misses the “long drives, food, family, and football” of life in Texas, he has quickly learned to appreciate the unique culture of Japan.

An important factor of choosing FDNF for ENS Gaeta was also the incredible work ethic of the Officers and Sailors. ENS Gaeta commented, “I have noticed that FDNF Sailors work extremely hard. Their vast knowledge, determination, and pride in their work motivate me on a daily basis. They really take care of one another out here in Japan.” ENS Jeremy Brooks, a former enlisted submariner from Chicago, Illinois, echoed a similar sentiment, “this is the first work environment I have experienced where Officers and Chief Petty Officers have had to tell their Sailors to go home for the day. The pride, commitment, and personal ownership SEVENTH FLEET Sailors have in their work and systems make me excited to come to work every day.”

The promises of excitement, adventure, and challenge brought them out to Yokosuka and the motivation of the FDNF Sailors, the unique culture of Japan, and the fast operational tempo of life in FDNF has exceeded expectations.

ENS Gaeta summed up life in FDNF well as he expressed, “the fast pace and knowledge I am gaining in SEVENTH FLEET will pay off in dividends as I continue on my SWO career path.”



Around the Fleet

*** Hola from Spain! ***

Courtesy of CDR Chuck Hampton, USS DONALD COOK (DDG 75) Commanding Officer

Since our homeport shift to Rota, Spain, in February 2014 as the first of four Arleigh Burke-class guided-missile destroyers, DONALD COOK has been operating at flank speed, having successfully completed two separate four month Ballistic Missile Defense (BMD) Patrols in the SIXTH Fleet Area of Operation, Rota's first-ever CNO Availability, Light-off Assessment, and currently participating in the first FDNF Flag Officer Sea Training (FOST)/Joint Warrior certification event. One of the immediate positive affects of this 52% operational tempo is the vast opportunities for obtaining qualifications. For example, I'd like to highlight several Junior Officers who arrived just before our recent 4 month patrol and are racing towards SWO qualification.

I am proud to recognize recent (1st tour Divo) check-ins ENS Jocelyn Addeo (UCF), ENS Jillian Coughlin (USNA), LTJG Katie Hendrickson (ODU), ENS Erin Fortner (USNA), ENS Brian Fritz (USNA), and ENS Audrey Petro (USNA) on obtaining their CICWO qualification ahead of schedule. As we know, earning that CICWO letter is the first (qualification) milestone in a Surface Warfare Officer's path to earning the coveted SWO pin. Typically a CICWO letter may take the better part of a year depending on underway time, personal initiative and the ship's schedule; however, to reach qualification in less than 5 months is exceeding expectations.



Commander Chuck Hampton (center), Commanding Officer USS DONALD COOK (DDG 75) stands with newly reported Ensigns (L/R Brian Fritz, Jillian Coughlin, Katie Hendrickson, Audrey Petro, Erin Fortner and Jocelyn Addeo).

Around the Fleet

In the four short months during DONALD COOK's second scheduled BMD patrol, the new JO's honed their skills as ship drivers by participating in multiple replenishment-at-Sea evolutions, completing over 20 restricted water transits including the Turkish Straits and six different port visits. The hard charging JO's have also participated in three separate passing exercises with the Ukrainian, Turkish, and French Navies, conducting multiple gunnery exercises and small boat operations, while partaking in numerous BMD/TLAM exercises all in addition to leading their respective Divisions and daily watches. The young JOs have also gained quite the sea legs after operating the entire month of January in the frigid and rough Black sea.

These young superstars are continuing to sharpen their war fighting skills as Team 75 navigates through the intense multi-ship training that is Flag Officer Sea Training (Royal Navy) and exercise Joint Warrior. After a quick paced four month patrol in the Mediterranean and Black Seas followed by an intense six weeks in the North Atlantic, these JOs will return to their homeport in Rota, Spain, able to claim a very memorable and productive first 7 months onboard. DONALD COOK is proud to recognize these Junior Officers as members of a Varsity Crew and Varsity Wardroom!

Bravo Zulu to their hard work thus far and keep rowing hard!

I can say without hesitation that our SURFACE NAVY is in good hands with young motivated junior officers such as this. They are arriving gung ho and ready to go, hitting the deckplates with their feet moving while keeping teamwork at the forefront of their daily routine.

The Road to a Surface Warfare Officer: Lessons Learned from the Junior Officers of USS HALSEY (DDG 97)

Courtesy of LT Rochelle Perry, USS HALSEY (DDG 97) Public Affairs Officer

The Surface Warfare Community offers something rare and exciting career-wise: experience, pay, and the opportunity to see the world—but for the Junior Officers of the Guided-Missile Destroyer, USS HALSEY (DDG 97), the biggest rewards come from continuous training with the sea as their classroom and fellow SWOs and Sailors as guides. After completing a seven month deployment in the 7th fleet AOR in February, HALSEY JOs reflected on the challenges, lessons, and invaluable experiences gained from a long journey at sea.

From the moment they check onboard in their Summer Whites to the time they give orders as competent Officers of the Deck underway, the vast amount of knowledge acquired during the Surface Warfare Officer qualification process is truly remarkable. It's an experience simulators cannot teach: on HALSEY's deployment alone, Junior Officers were able to navigate through multiple straits transits, conn alongside during countless Underway Replenishments, practice a multitude of man overboard and shiphandling drills and stand vigilant Bridge and Combat watches with both the GEORGE WASHINGTON and CARL VINSON Strike Groups.

Around the Fleet

“When I first checked onboard I got nervous about conning the ship into homeport after a short 3 day underway. Now I can say I’ve been the Officer of the Deck in 7th fleet in the middle of heavy fishing traffic while steaming in formation with other ships,” ENS Frances Klimczak reflects. “The complete immersion in Surface Warfare life I experienced on deployment allowed me to learn and digest a huge volume of information in a short amount of time. Much like learning a new language, you begin to understand concepts and exercise difficult skills without even realizing how far you’ve come.”



Commander Linda Seymour, Commanding Officer USS HALSEY (DDG 97) presents ENS Frances Klimczak with her SWO pin.

Many realized that the SWO qualification process was more than knowing instructions and references. If you ask them, it was also a test of what they’ve learned as shiphandlers combined with the strategic mindset they’ve developed standing watches in combat and on the Bridge. The challenges faced by junior officers take on a new meaning- at first the insurmountable amount of tasking and homework is overwhelming- but there comes a point that they begin to execute and problem-solve with efficiency and expertise they didn’t realize they were developing. “Getting a SWO Pin isn’t just about memorizing facts and answers,” ENS Jessica Krueger explains, “During my board I was able to use all the skills I learned during deployment—from standing a difficult combat watch to conducting counseling and training with my division.” The tactical and scenario-rich boards paired with the actual experiences learned and conducted during an entire deployment would ultimately earn them the trust of the Commanding Officer and prepare them to be capable war fighters in the future.

“One of my biggest points of pride as a Commanding Officer has been to see how my Division Officers developed as Surface Warriors over the course of their time onboard,” said Commander Linda Seymour, Commanding Officer. “In just a little over a year from checking onboard, they conned and had the Deck during plane guard, replenishments at sea, helicopter operations, close quarters maneuvering and Bridge-to-Bridge conversations with foreign warships. They truly evolved as Leaders shipwide. Their deployment experience and path to their SWO qualification is paved with more than just qualification cards, caffeine, and sea stories. By working as a team, taking feedback, capitalizing on every evolution and engagement as a training opportunity, they developed into the officers on whom I most relied on to keep HALSEY safe in challenging waters. I trust these seasoned Surface Warriors will continue to build a legacy of Seamanship and Leadership Excellence.”

Around the Fleet

USS IWO JIMA (LHD 7) at the Tip of the Spear

Courtesy of USS IWO JIMA (LHD 7) Public Affairs Officer

GULF OF ADEN - The dynamics of the crew aboard USS IWO JIMA are very different from those of a conventional surface ship. At any given time, naval personnel are outnumbered two to one by the Marines of the 24th Marine Expeditionary Unit (MEU). However, it is this diversity of the crew that makes IWO JIMA unique in its ability to execute a variety of different missions ranging from amphibious assaults to air support.

The process of becoming a fully compatible and integrated “blue-green team” began in August 2014 and culminated with Exercise Bold Alligator 2015 at the beginning of November. The first integration of IWO JIMA’s crew with the 24th MEU occurred during PHIBRON/MEU Integrated Training (PMINT). This ten-day training exercise was the first time the Marines and Sailors from the 24th Marine Expeditionary Unit (24th MEU), Amphibious Squadron 8 (PHIBRON 8), Tactical Air Control Squadron 22 (TACRON 22) and IWO JIMA were integrated in an underway training environment. PMINT consisted of various amphibious landing exercises and staff planning exercises, allowing the Marines and PHIBRON Sailors to become more familiar with shipboard life and its demanding operational tempo.

PMINT set the stage for the rest of the pre-deployment work-ups, which were challenging and fast-paced. After a quick homeport change to Mayport, Fla., from Norfolk, IWO JIMA spent the next two months completing a variety of other training and qualification exercises to include Group Commander Fleet Synthetic Training (FST-GC), Amphibious Readiness Group/Marine Expeditionary Unit Exercise (ARG/MEU EX), Composite Training Unit Exercise (COMPTUEX) and Bold Alligator. All the preparation and effort of the Sailors



Sailors and Marines aboard the amphibious assault ship USS Iwo Jima (LHD 7) participate in a swim call.
Photo by MC2 Megan Anuci.

and Marines came to fruition on Dec. 11 when IWO departed from Naval Station Mayport on deployment to the U.S. 5th and 6th fleet areas of operation.

Since arriving in 5th fleet, IWO has been assigned as the Theater Mobile Reserve (TMR), operating primarily in the Gulf of Aden, and has been standing by to help with any contingency operations that may arise throughout the region. In early February, the blue-green team aboard IWO JIMA assisted in the evacuation of the US Embassy in Sana’a, Yemen.

Around the Fleet

Shortly afterwards, IWO JIMA had a unique opportunity to conduct bilateral training with the service members of the French aircraft carrier CHARLES DE GAULLE (R91). The five-day event consisted of close air support exercises (CAS), a tactical recovery of aircraft and personnel (TRAP) exercise and medical evacuation training. At the conclusion of the exercise, IWO had the honor of hosting Rear Adm. Eric Chaperon, Commander, French Maritime Reaction Force, and a group of French Sailors while a select group of Sailors and Marines from IWO JIMA were afforded the opportunity to tour CHARLES DE GAULLE. The tour began with a small lunch in the ship's wardroom and concluded with a demonstration of the launch and recovery of French jets. The experience was a great opportunity to continue building upon the already strong relationships between France and the United States, and both ships look forward to the possibility of future cooperation opportunities.

In late February, IWO JIMA and 24th MEU conducted sustainment training in Djibouti, a 12-day exercise aimed at providing sustainment training for the 24th MEU Ground Combat Element (GCE), Air Combat Element (ACE), and Logistics Combat Element (LCE). Over the course of six days, IWO flawlessly executed well deck and flight operations to transport and recover the marines and their equipment via landing craft utilities (LCUs), MV-22 Ospreys, and CH-53E Super Stallions.

Halfway through deployment, IWO JIMA has already partaken in numerous real world operations and exercises. Throughout the coming months, this mighty warship fully expects to continue operating at the highest level, standing by to respond rapidly and professionally to any tasking in the 5th and 6th fleet area of operations.



USS IWO JIMA (LHD 7) participates in a photo exercise while deployed to the U.S. 5th Fleet Area of Operations. Photo by MCSN Gary Ward.

Around the Fleet

USS PREBLE (DDG 88) Continuing Legacy of Service

Courtesy of USS PREBLE (DDG 88) Public Affairs Officer

For over 100 of our Navy's 239 years, the Register of Ships of the U.S. Navy has included a ship named after Commodore Edward Preble. USS PREBLE (DDG 88) is the sixth ship named after the famed Commodore, who earned national acclaim during the Jefferson Presidency.

In 1803 onboard his flagship, USS CONSTITUTION, Preble sailed against the Barbary pirates as Commodore of a seven-ship, thousand-man squadron. Preble effected a blockade and boldly attacked the harbor, which was well-fortified and defended by 25,000 men. In a series of daring raids, Preble's men caused severe damage and inflicted heavy casualties. Lieutenant Stephen Decatur, serving under Commodore Preble, would receive national acclaim for his daring raid and burning of the USS PHILADELPHIA, which had been previously captured.

Following the conflict, Preble's Tripolitan campaign became a focal point for the development of the fighting tradition of the Navy. Preble's influence shaped the officer corps that would later lead the Navy to success in the War of 1812, including Captains Stephen Decatur, William Bainbridge, Charles Stewart, Isaac Hull, and David Porter, all of whom served under his command at Tripoli.

Today, USS PREBLE (DDG 88) continues a rich legacy of service in the Pacific region. She is the fourth USS PREBLE to be stationed in Pearl Harbor, Hawaii, including USS PREBLE (DM 345), who was present during the December 7, 1941 attack on Pearl Harbor, and would go on to earn eight battle stars during the Pacific Campaign in World War II.

USS PREBLE (DDG 88) is a Flight IIA Arleigh Burke class destroyer assigned to COMDESRON TWENTY-THREE. USS PREBLE (DDG 88) is currently deployed to the Western Pacific area of operations.



USS PREBLE (DDG 88) is underway to participate in exercise Talisman Sabre 2015. Photo by MC3 David Flewellyn.

Around the Fleet

USS MOUNT WHITNEY (LCC 20)

Courtesy of Mass Communication Specialist 2nd Class Mike Wright, USS Mount Whitney Public Affairs

RIJEKA, CROATIA – The U.S. 6th Fleet command and control ship USS Mount Whitney (LCC 20), serves as one of the most technologically advanced and high-speed, forward deployed vessels in the United States Navy (USN). The 640 foot flagship is maintained by a hybrid crew of USN Sailors and Military Sealift Command Mariners. The

mariners perform navigation, deck, engineering and supply service operations, while military personnel support communications, weapons systems and security.



USS MOUNT WHITNEY (LCC 20) participates in a passing exercise with vessels from the Georgian coast guard. Photo by MC2 Mike Wright.

One of Mount Whitney's most advanced physical attributes is the use of the Command, Control, Communications, Computers, and Intelligence (C4I). C4I incorporates various elements of the most advanced equipment and provides the embarked Joint Task Force Commander the capability to effectively command all units under his or her command.

Not only does the Mount Whitney provide the Joint Task Force Commander with the platform to direct his or her fighting force; the flagship can also transmit and receive large amounts of secure data to and from any point on earth through high frequency, very high frequency, ultra high frequency, super high frequency, and extremely high frequency communications channels. This electronic technology or satellite communication enables the Joint Intelligence Center and Joint Operations Center the ability to provide the most timely intelligence and operational support available in the Navy, thus pushing Mount Whitney to the forefront of the U.S. Sixth Fleet mission reliable and capable platforms.

As a forward deployed flagship the Mount Whitney spends a large majority of its time visiting host nations; reaffirming that the U.S. Navy shares a commitment to the common goal of promoting security and stability within its region. Sailors from the flagship consistently donate their time to allied nations in the form of Community Relation Projects (COMRELS). The Mount Whitney crew is responsible for thousands of hours of donated time in multiple countries towards rebuilding schools, playing with school children, and participating in parades with foreign militaries.

As the command and control flagship for the U.S. 6th Fleet and the Naval Striking and Support Forces NATO, Mount Whitney has accumulated hundreds of thousands of sea miles in support of operations, security and stability globally, while promoting the United States Navy's Core values of honor, courage, and commitment.

Fleet Testimonials

Why I chose Career Intermission Program (CIP) - By LT Michael Fonbuena



Education:

- United States Naval Academy, B.A. in History
- University of California, Los Angeles, Master of Public Policy

Previous Tours:

- Engineering Assessor, Engineering Assessments Pacific
- Damage Control Officer, USS BENFOLD (DDG 65)
- Electrical/Auxiliaries Officer, USS LAKE CHAMPLAIN (CG 57)

Current Assignment:

- Career Intermission Program, Master of Public Policy Student

The Career Intermission Program (CIP), which originally began as a small-scale pilot, has afforded me the opportunity to seek out an advanced degree at a prominent university of my choosing while also allowing me to continue my naval career.

Midway through my shore tour I found myself debating a question which many Junior Officers often find themselves debating – should I stay in or should I get out? There are many factors which weigh into such a decision: financial, professional, family, etc. For me, however, the most important factor was the ability to obtain a quality graduate education which aligned with both my academic and professional interests. After researching the options available to me in the Navy I became extremely discouraged by the lacking diversity in educational opportunities. To be fair, I was not ready to sign RJCSRB at the end of my second tour which limited my opportunities, but I feel many Junior Officers are not ready to make such a critical decision without having at least experienced what a shore tour has to offer. The only option which truly aligned with my interests was the Pol-Mil Masters Program. However, timing prohibited me from participating as it would have put me at Department Head school beyond the 7.5-year mark. Then I discovered CIP and it immediately peaked my interest. The main draw was the ability to continue my career in the Navy while also being afforded the opportunity to obtain a Master's degree of my choosing at an institution of my choosing.

Overall I have had an extremely positive experience in the Career Intermission Program. I have been able to see what life outside of the military is like, I have been re-invigorated by the educational opportunities which have been presented to me, and I feel I have gained many valuable skills which will serve both myself and the Navy well in the long run. I would highly recommend Junior Officers consider it when debating whether to separate or continue on with their naval careers. It provides a path to an advanced degree free of the timing and career restrictions which typically limit educational opportunities.

For more information about the Career Intermission Program (CIP), visit:

http://www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/tflw/Pages/CIPP.aspx

PERS-41A Captains

Congratulations to all of our new Captain Selects! As most of you know, your selection to Captain transitions your detailer assignment from CDR Gary Cave (PERS-410), to CDR Brent DeVore (PERS-41A). I look forward to working with all of you on your next detail and career milestone! If you have not already, please send me your current contact information.



As your detailer, we try to approach each individual detail as a balance between your personal needs/desires, your professional needs, and the needs of the Navy. While we may be able to meet your geographical area, we might not be able to match the exact job you may desire. Talent-to-task fit at the O-6 level is challenging, particularly when there are more billets to fill than available bodies. If you are within 12 months of your PRD and haven't established contact with me, please do so soonest so that we can start the discussion on your next assignment.

FY-17 Surface Major Command Board (02-06 November 2015)

The FY-17 Surface Major Command Board is scheduled for 2-6 November 2015. Major Command looks are linked to the fiscal year in which you were promoted to Commander. The FY-17 Surface Major Command 111X eligible officers are: CDR PYG 10: 1st Look, CDR PYG 09: 2nd Look, CDR PYG 08: 3rd Look. In addition to these officers, the board also screens sitting major commanders for Sequential Major Command (if not already screened Sequential) and "scrolls" all major command Bank Officers. Bank Officers are those who have already screened for major command, but have yet to serve in major command. Squadron Deputies and Major Command Executive Officers are considered Bank Officers. The board will also select officers for SWO Acquisition Corps Major Command, Surface Limited Duty Officer Major Command Ashore, EOD Major Command, and NSW Major Command. For those eligible for the board, take the time now to review your record and official photo. We will conduct an internal record reviews prior to the board, but ultimately no one knows your record as well as you.

We will be commencing record reviews in the near future. As with all selection boards, an accurate, complete record is vital. The most common record discrepancies found include:

- **Missing Awards:** We can only add awards to your permanent record if they are annotated in NDAWS. If you have an award not listed on NDAWS, please contact your local PSD/Admin Office to coordinate submission.
- **FITREPS:** We can only submit 1 of 1 FITREPs into your permanent record. If you are missing a FITREP and were part of a summary group, you will need to coordinate with that Command to resubmit your record.
- **Education:** Missing Bachelor/Masters degrees. Official transcripts must be sent to NPC from the University.
- **Photo:** Illegible/Missing Official Photo in your current paygrade. Please ensure you sign the bottom of the page before submitting.

PERS-41A Captains

Please note that it normally takes 2-3 weeks to get these items added into your permanent record. Thus the earlier you get the information submitted, the quicker it will be added to your record.

For questions regarding the FY-17 Surface Major Command board, please email: Surface_MAJ_CMD_BD@navy.mil.

FY-16 O-6 Statutory Board Statistics

SWOs continue to be in high demand. Performing well in Command, Afloat and Ashore, and seeking opportunities to break out amongst peers post-Command in an operational setting remains the best path for those who believe their records need strengthening.

Board Rate:	50.0%	In Zone CO SCP:	0/5
SWO Rate:	50.0%	Above Zone Selects:	1
In Zone SWO Eligible:	134	Below Zone Selects:	0
SWOs Selected:	68	Above Zone CO-SM	0
In Zone CO Afloat:	62/66	Above Zone CO-SCP	1
In Zone CO SM:	5/12		



USS FIREBOLT (PC 10) fires a Griffin missile during a test and proficiency fire in the Arabian Gulf. FIREBOLT, assigned to Commander, Task Force 55, is supporting maritime security operations and theatre security cooperation efforts in the U.S. 5th Fleet Area of Operations. Photo by MC1 Joshua Bryce Bruns.

PERS-410/411 – PCC / CDRs / LCDRs

Greetings from PERS-410! Now that FITREP season is upon us, for those of you with PRDs in 2015 not currently under orders, please contact me once you have received your FITREP so that we can discuss options for your follow-on job.

As a reminder (AGAIN), the CDR Downstream Fills list posted on the website is NOT/NOT a tool for PCCs.

As a post-command officer, you will negotiate with me directly for O5/O6 billets requiring post-command experience based on the strength of your record and your personal needs with respect to preparing for your next milestone screening. In other words, performance matters – those who break out in command will have more flexibility with follow-on assignments than those who do not break out. If you have any questions or concerns with this process, please email me (gary.cave@navy.mil) and we can set up a time for a phone call to discuss your individual situation.

Please read the next two articles closely. We receive many questions regarding the CDR Command Board process and the reconciliation process for post-DHs/post-XOs and we are trying to get the information out on these processes early and clearly. Whether you are one of the officers affected by one or both of these processes or you provide mentorship for officers going through one or both of these processes, it is important for you to understand how we operate. If you have any questions, please feel free to contact me or reach out at one of our Fleet Engagement trips.

As for the third article on Bahrain, we in PERS-410/411 have a good number of critical, high-visibility, high-impact billets to fill each year in Manama. These jobs are rewarding and well-recognized by board membership every year. If you are thinking about a job in Bahrain, please let us know early. We can typically work a two-year accompanied tour to allow you to bring your family.

**** PCCs, there are a number of opportunities for you in Bahrain as well – I'm standing by, if you are interested.

Sail safe and I hope to see you on the waterfront soon!

Scheduled to PCS in the next 6 months and plan on driving cross country? Perhaps vacationing in the Memphis area? If so, have you considered a visit to PERS-41? Great opportunity to have a face-to-face discussion with your Detailer, review your record, or simply discuss community concerns with your advocates in Millington! Contact your detailer to coordinate a visit or for specific directions to NSA Mid-South.

PERS-410/411 – PCC / CDRs / LCDRs

FY-17 Surface Commander Command Board (07-11 December 2015)

Preparations for this year's Surface Commander Command Board have begun. Officers eligible for this year's board include those promoted to LCDR in FY 2010, 2012, and 2013 (PYG10 – 3rd Look, PYG12 – 2nd Look, and PYG13 – 1st Look).

- In accordance with CNSP/CNSLINST 1412.2B, officers must complete the Command Qualification in order to be eligible for CDR Command.
- 2nd Look PYG12 officers who have not completed the Command Qual will only be considered for XO Afloat and XO Special Mission.
- Only those PYG10 officers previously selected as XO Afloat or XO Special Mission will receive a 3rd Look for CDR Command.

We will start reviewing each officer's record in the near future, but it is important that you make the time to conduct your own independent review. Below is a checklist of things you should do to ensure your record is accurately represented at the board. Contact your detailer if you have any questions. Another great resource is NPC's Officer Records Management guide found online at:

http://www.npc.navy.mil/bupers-npc/officer/Documents/Officer_Record_Management_Brief_April2015.pdf

1. Log onto BOL (<https://www.bol.navy.mil>) and review your OSR and PSR. Specifically, you should review the following elements in your record:
 - Official photo (in color and in current paygrade)
 - FITREP continuity (particular attention to correcting gaps of greater than 90 days)
 - Awards (note: detailers do not have the ability to review or update awards data; visit <https://awards.navy.mil> for details)
 - Qualifications (Command Qual (LN7 & 2D1), TAO, EOOW, etc.)
 - Education data (baccalaureate, graduate, and JPME)
2. Email your detailer your current contact information (work e-mail address, home/alternate e-mail address, work number, cell number, and home number).
3. In the coming months, board information – to include eligibles lists and letter to the board / delayed look request templates – will be posted online: http://www.npc.navy.mil/bupers-npc/boards/screenboards/surface_specops_specwar/Pages/default.aspx
4. Board correspondence will be accepted at any time BEFORE 16 Nov 15. Please send all correspondence to LCDR Andrew Roy.

If you have any questions regarding December's board, please contact LCDR Andrew Roy.



Post Department Head Reconciliation Detailing Process: "Delivering the Right Skills, at the Right Time, for the Right Job"

If you are a 2nd tour Department Head, a post Department Head on sea or shore duty, post XO Afloat, or post XO Special Mission and are not headed to an XO or CO milestone tour, we will detail you through the reconciliation process here in PERS-411.

This process was developed first and foremost to meet Navy needs and maximize an officer's chance to achieve his/her next milestone. We take into account an officer's preferences for location or billet, however, the reconciliation process is competitive – so, the better your record, the better chance you have to compete for your preferences!

Specifically, as you traverse your reconciliation period, you are detailed based on:

- Career needs
- Previous experience & performance
- Needs of the Navy (priority fills)
- Personal preferences

Keep a lookout for the monthly CDR and LCDR downstream fills list – we typically post it online during the first third of each month. You are eligible to compete for billets with fill dates up to 2 months past your PRD. We will reconcile you into a billet 5-7 months from your PRD. Reconciliation occurs near the end of each month. It is critically important to start the dialogue early with your detailer and to make extenuating circumstances known (Military-Military Spouse Co-location, EFM, legal limitations (child custody), etc.). Don't hesitate to reach out at any time – but certainly NLT 9 months from your PRD.

Remember, our entering argument is to find a job for each officer that will set him/her up for success at the next promotion and/or milestone board. If you are beyond your looks promotion or milestones, you will still maintain a standard sea-shore rotation and compete in the same reconciliation window as described above.

We look forward to working with you!



Looking for the latest SWO news? Day-to-day PERS-41 announcements, general community information, and "Hot Fill" opportunities are posted to Facebook and Twitter. Don't be left out... "friend" and follow PERS-41 on Facebook and Twitter.

PERS-412 – Junior Officers

Department Head / Early Command Board Results

The FY-16 Surface Department Head (Dept Head) and Early Command (EC) boards concluded in mid-June and resulted in the selection of 620 future Department Heads and 22 EC Commanding Officers. Provided below are some key takeaways:

- **WE'RE CHARTING A NEW COURSE.** For the first time in nearly 20 years, the Dept Head Board was competitive. We've traditionally screened 95 percent of every YG for Dept Head ... this year, YG 12 (first look) selected at 80%. The 150 officers in YG 12 who did not screen have 2 remaining looks! -- time to step up your game, earn the confidence of the CO and SCREEN NEXT YEAR.
- **THE FUTURE IS BRIGHT.** We have eye-watering talent in the JO ranks! Our focus is firmly on retaining our BEST and MOST TALENTED JO's to LEAD OUR GREAT NAVY!
- **PERFORMANCE COUNTS.** For those who screened, every one of these officers had a Dept Head recommendation from their CO and a record to match the recommendation. The key now: sustain that performance... and raise your game!
- **SUB-STANDARD PERFORMANCE NO LONGER CUTS IT.** The board de-screened 39 officers whose performance did not warrant serving as a Dept Head in our Navy. We all know what happens when a poor performer becomes a Dept Head... it's a lose-lose-lose for everybody. We are DONE with those days.
- **EARLY COMMAND IS A WINNER.** The record of every officer who screened for early command was excellent. Future MCM and PC crews are getting exceptional leaders with PROVEN performance.

Congratulations to the following Officers who were screened for Early Command:

- | | | |
|---------------------------|---------------------|----------------------|
| • LCDR Erik Roberts | • LT Steven Grey | • LT Stephen Szachta |
| • LT Matthew Arndt | • LT Yilei Liu | • LT Robert Wayland |
| • LT Eric Blomberg | • LT Richard Mayer | • LT Roosevelt White |
| • LT Cameron Burnette | • LT Michael Mearaw | • LT Rebecca Wolf |
| • LT Christopher Danley | • LT Daniel Olson | • LT Andrew Wood |
| • LT Erin Elliott-Carrico | • LT Jon Paris | • LT Matthew Yokeley |
| • LT Bryan Gallant | • LT Parina Somnhot | • LT Timothy Yuhas |
| • LT Grant Greenwell | | |

The FY-17 Early Command board is scheduled for 2-6 November 2015. It is never too early to start preparing your application. For information on Early Command or the application process, visit:

http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Documents/Early_Command/Early_Command_Guidance_Mesage.pdf

2nd Tour Division Officer Slating

Slating to a 2nd DIVO tour as well as shore duty can be a stressful and nerve-racking time. In order to ease some of your nerves we would like to shed some light on the slating process and address some frequently asked questions. As always, feel free to contact your Detailer to ask specific questions about your situation.

- **When should I be qualified SWO?**

For Officers commissioned after 1 Oct 12, you have 18 months to qualify SWO and your CO can grant up to a four month extension.

- **How do you define when my tour starts?**

Your tour starts when your ship gains you in a PCS status, after any schools or intermediate stops (“I-STOPS”) that were in your BUPERS orders, including BDOC. The 1st DIVO Tour clock will start when an officer reports to his or her ship upon completion of BDOC. Commands are encouraged to work with their Placement Officers to manage their officers’ PRDs, especially in cases where an officer has an excessive I-STOP (greater than 4 months) onboard the ship prior to BDOC.

- **When will I slate?**

You will slate 6-7 months prior to your PRD. The specific schedule can be found on our website. Please remember that a PRD is a *Projected* Rotation Date, not Promised Rotation Date. We consider your transfer window to be within +/- 3 months of your PRD.

- **What if I am not qualified in time for my slate?**

You must be SWO qualified in order to slate. With a tour length of 24 months and a SWO qualification timeline of 18 months, you will be slating very close to the deadline for your SWO qualification. If you are not qualified in time for your slate and will not meet the 18 month qualification deadline, you should have an extension letter from your CO. You will have two options for slating. The first option is to maintain your current PRD and participate in one of our monthly “post-slates” once you qualify. You will compete against other post-slaters (usually 5-20 other officers) for the earliest available billets. These billets are not better, worse, or different – they are just the earliest ones we have available. Since you have missed your slate and your PRD is looming, we need to get you on your way as soon as possible. If you do not want to participate in the post-slate, you can join our next main 2nd Tour DIVO Sea Slate by extending your PRD into the slating window for that slate. To do this, we need an email from your CO or XO to your detailer so that we know that your command agrees with extending your PRD.

PERS-412 – Junior Officers

- **How do you calculate the slate rank?**

The *most important factor* in calculating slate rank is your most recent at-sea FITREP. Your earlier FITREPs are considered, but they do not go into your numeric ranking. The part of the FITREP we use is your Trait Average, which we compare against your CO's Reporting Senior's Cumulative Average (RSCA). Please note that this is not the Summary Group Average found at the bottom of your FITREP, but is the average of every ENS or LTJG FITREP that your CO has ever written. Your CO should tell you his or her RSCA when he debriefs your FITREP. If he or she doesn't – then ask! You can also find your CO's RSCA on your PSR on BUPERS Online (BOL). We also factor qualifications and/or CO qualification "promises" into the slate rank, but they are secondary to FITREP in weight. Completing an advanced qualification (i.e. EOW or TAO) gets a full point, while a "promise" gets approximately a half point. Your CO will let the JO Sea Coordinator know if you have a qualification promise. A qualification promise commits you to completing the qualification. The specific mathematical formula used is:

$$2(TA \div RSCA) + \text{Qualification points } (.25)$$

For example, if your Trait Average (TA) was 4.33, your Reporting Senior's Cumulative Average (RSCA) was 4.18 and you had been given an EOW "promise" your slate formula would look like this:

$$2(4.33 \div 4.18) + .5(.25) = 2.19677$$

In this scenario your slate rank points would be 2.19677. This score would be used to rank you against your peers; each slate has from 70 – 150 Officers who are competing based on this formula. As you can see from the formula, your at-sea FITREPs are weighted significantly higher than advanced qualifications.

- **Can I go to a non-traditional tour?**

EOW qualifications or promises are required to be slated to staffs (CDS, CPR, ESG, MSC, MEF/FMF, MCMRON) and non-traditional tours (NGLO, CORIVRON, CNBG). If we slate you to a non-traditional tour, we are taking away the opportunity for you to earn that qualification prior to your Department Head tours. Officers who serve on MCMs for their 1st DIVO Tour are also restricted from going to staff or non-traditional tours. It is a priority for these officers to have exposure to a larger shipboard platform in order to set them up for success as Department Heads.

- **Why can't I change homeports between my first and second tours?**

The slate ranking determines the slating order, but it is not our only constraint. We consider each officer's preferences, next milestone opportunities, command input, incumbent/relief timing, and PCS cost limitations in producing the final slate. Additionally, fiscal constraints limit the number of PCS moves for 1st Tour DIVOs rolling to second tours at sea. The moral of the story, as always, is PERFORMANCE = OPPORTUNITY. The best way to get what you want is to qualify as a SWO on time, excel as a Division Officer, and complete EOW qualification!

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS BUNKER HILL (CG 52)

- LTJG Austin Sommerfield
- LTJG Christopher Williams
- ENS Robert Broadhurst

USS MOBILE BAY (CG 53)

- ENS Daniel Brundage
- ENS Christofer Combado
- ENS Samuel Goldsmith
- ENS Meighan Middleton
- ENS Brian Vanmetre

USS ANTIETAM (CG 54)

- ENS Oheneba Duodu
- ENS Isaac Mello
- ENS Jonathan Yoke

USS LEYTE GULF (CG 55)

- ENS Jonathan Harrell
- ENS Jeffrey Mathews
- ENS Elizabeth Sealy
- ENS John Stevens
- ENS Kitrina Young

USS SAN JACINTO (CG 56)

- ENS Conor Hozey

USS LAKE CHAMPLAIN (CG 57)

- LTJG Michael Schiavone
- ENS Stephen Geiss
- ENS Melissa Hutchinson
- ENS Bradley Yoder

USS PHILIPPINE SEA (CG 58)

- ENS Roy Torresburgos

USS PRINCETON (CG 59)

- LTJG Alvin Alcaide
- LTJG Lillian Neville
- LTJG Zachary Northcutt
- ENS Robert Dearth

USS NORMANDY (CG 60)

- LTJG John Cowart
- LTJG Benjamin Kozlowski
- ENS Andreina Rascon
- CWO3 Arturo Villa

USS MONTEREY (CG 61)

- ENS David Gayle
- ENS Stephanie Gies
- ENS Cristen Sickal
- ENS Robert Vanwinter

USS COWPENS (CG 63)

- LTJG Stephen Jarrett
- ENS Michael Golich

USS GETTYSBURG (CG 64)

- LTJG James Clendenin
- ENS Thomas Changaris
- ENS Seth Simonds

USS CHOSIN (CG 65)

- LTJG Salvatore Sannuto
- ENS Alejandro Balandran
- ENS William Couch
- ENS Landon Stultz

USS HUE CITY (CG 66)

- ENS Camron Brandt
- ENS Andrew Campos
- ENS Colin Day
- ENS Raven Stevenson

USS SHILOH (CG 67)

- LTJG William McGough
- ENS Audrey Arvin
- ENS Rebecca Gaultney
- ENS Mitchell Horrillo
- ENS Aadam Humayun
- ENS Kelly Wu

USS ANZIO (CG 68)

- LT Dakotah Brecher
- ENS Kristofer Grieves
- ENS Eric Peart

USS VICKSBURG (CG 69)

- LT James Howell
- LTJG Michael Giancatarino
- LTJG Daniel Minter
- ENS Andrew Hanna
- ENS Tyler Maksymicz
- ENS James Thomas
- ENS Bothvill Valcin
- ENS John Watson

USS LAKE ERIE (CG 70)

- LTJG Philip Estey
- LTJG Austin Kim
- LTJG Siaosi Uhatafe
- ENS Natalie Schimelpfenig

USS CAPE ST GEORGE (CG 71)

- LTJG Michael Wojdyla
- ENS Aram Bebekian
- ENS Alison Elenbaas
- ENS Matthew Griffin
- ENS Erin McKenna
- ENS Floyd Lewis
- ENS Brandon Meskimen
- ENS Emillenichol Perez

USS VELLA GULF (CG 72)

- LTJG Christopher Barmore
- LTJG Wayne Zanni
- ENS William Critz
- ENS Brittany Randall
- ENS Denzel Reina

USS PORT ROYAL (CG 73)

- LTJG Natasha Druggan
- ENS Mickey Roase

USS CARL VINSON (CVN 70)

- ENS Grace Dalton
- ENS Micala Migneault

USS RONALD REAGAN (CVN 76)

- LTJG Joshua Crisafulli
- ENS John Graff
- ENS Christopher Hood

USS GEORGE BUSH (CVN 77)

- ENS Jason Dahl
- ENS Luke Paterna

USS PELELIU (LHA 5)

- LTJG Ray Sammons
- ENS Rouben Azad
- ENS Joerielann Castillo
- ENS Leanna Cox
- ENS Brian Kelly
- ENS Elizabeth O'Brien

USS AMERICA (LHA 6)

- ENS Andrea Lee

USS WASP (LHD 1)

- LTJG Matthew Lutz
- LTJG Joshua Mason
- ENS Jason Cash
- ENS Ashley Redus

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS ESSEX (LHD 2)

- LTJG Emily Gunn
- LTJG Terry Miller
- ENS Michelle Ehlhardt
- ENS Madison Jones
- ENS Katherine Mann

USS KEARSARGE (LHD 3)

- LTJG Jacqueline Brecklin
- LTJG Scott Sabbatini
- ENS Maureen Day
- ENS Jason Levy
- ENS Douglas Swartz

USS BOXER (LHD 4)

- LTJG Christopher Bowen
- ENS Shelly Baldwin
- ENS Sebastian Delossantos
- ENS Nicholas Gutierrez
- ENS Lauren Hood
- ENS Kimberly Muirhead
- ENS Jillianne So

USS BATAAN (LHD 5)

- ENS Ryan Fauci
- ENS Joshua Johnson
- ENS John Martin
- ENS Lainy Powell
- ENS David Walker

USS BONHOMME RICHARD (LHD 6)

- LTJG Claire Fletcher
- LTJG Min Hurin
- LTJG Heather Magee
- LTJG Sara Sanchezmaldonado
- ENS Patrick Costello
- ENS Daniel Hardman
- ENS Teri Prestridge

USS IWO JIMA (LHD 7)

- LTJG Andrew Cox
- LTJG Anthony Jarvis
- ENS Kelvin Davis
- ENS Joseph Huskey
- ENS Hubert Lenczowski

USS MAKIN ISLAND (LHD 8)

- LTJG Robert Roselli
- ENS Liam Kearney
- ENS Kelsey Learned
- ENS Kylen Lemenager
- ENS Andrew Wondolowski

USS MESA VERDE (LPD 19)

- LTJG Jonathan Clark
- ENS Andrew Atwill
- ENS Mark Behnke
- ENS Shannon Cryan
- ENS David Dinkins
- ENS Amy Eckenroth

USS GREEN BAY (LPD 20)

- LTJG Casey Cardillo
- LTJG Adrienne Penkacik
- ENS Alexandria Gray
- ENS Jordan McCullough
- ENS Randall Newsome
- ENS Kelsey Ragsdale

USS NEW YORK (LPD 21)

- ENS Alex Becker
- ENS Shannon Davis
- ENS Christopher Difatta
- ENS Stephanie Flores
- ENS Jeremy Gray
- ENS Nathan Harding
- ENS Amauri Maria
- ENS Keri Pittman

USS SAN DIEGO (LPD 22)

- ENS Wiley Hemphill
- ENS Amanda Terrill

USS ANCHORAGE (LPD 23)

- ENS Robert Blume

USS ARLINGTON (LPD 24)

- ENS Sammy Amalla
- ENS Alexander King
- ENS Amber Meer

USS SOMERSET (LPD 25)

- ENS Alexander Goodwin
- ENS Stephen Harpole
- ENS Natalie Houle
- ENS David Kastner
- ENS Joshua Neeper
- ENS Kelsey Owen
- ENS Edward Ro
- ENS Austin Roney
- ENS Vincent Salazar
- ENS Daniel Williams

USS WHIDBEY ISLAND (LSD 41)

- LT Stephen Mossman
- LTJG Keith Williams

USS GERMANTOWN (LSD 42)

- LTJG Ryan Sorge
- ENS Ashley Sparks
- ENS Jamie Vales

USS FORT MCHENRY (LSD 43)

- ENS Audrey Michelli
- ENS Michael Pruitt
- ENS Brendan Shields

USS GUNSTON HALL (LSD 44)

- LTJG Douglas Kang
- LTJG Candice Mack
- LTJG Cody Smith
- ENS Elizabeth Black
- ENS Danielle Burns
- ENS Timothy Copare
- ENS Devin Rojas
- ENS Catherine Walker

USS COMSTOCK (LSD 45)

- LTJG Elaina Ponchione
- ENS Alexander Gatlin
- ENS Ryan Hogan
- ENS Molly Lepter
- ENS Alyssa Picarella

USS RUSHMORE (LSD 47)

- ENS David Bedard
- ENS Neil Causley
- ENS Anthony Posillico
- ENS Christian Tsukamoto
- ENS Lindsey Whidden

USS ASHLAND (LSD 48)

- ENS Evelyn Boland
- ENS Sarah Coppock
- ENS Naomi Marcelo
- ENS Melissa Montoya
- ENS Michael Newton

USS HARPERS FERRY (LSD 49)

- ENS Scott Blasinsky
- ENS Steven Reynolds
- ENS Parker Summers

USS CARTER HALL (LSD 50)

- LTJG George Stevenson
- ENS Chelsea Wiseman

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS OAK HILL (LSD 51)

- ENS Robert Parker
- ENS Carley Tadlock
- ENS Joshua Taylor

USS PEARL HARBOR (LSD 52)

- LTJG Heaven Manley
- ENS Jessica Hyder
- ENS Alexander Mitchell

USS BLUE RIDGE (LCC 19)

- ENS Thomas Blevins
- ENS Daniel Burnett
- ENS Kendra Cypher
- ENS Wesley Saavedra
- ENS Paulanthony Sujka

USS ARLEIGH BURKE (DDG 51)

- LTJG Kelly Brakora
- LTJG Taylor Guinn
- LTJG Ikekeen Hardy
- ENS Colin Barnard

USS BARRY (DDG 52)

- LTJG Michael Basford

USS JOHN PAUL JONES (DDG 53)

- LTJG Mitchell Barry
- LTJG Kevin Crank
- LTJG John Crows
- LTJG Algernon Jackson
- LTJG Matthew Nevins
- ENS Elee Wakim

USS STOUT (DDG 55)

- LTJG Katherine Bermudez
- LTJG Matthew Blackmon
- LTJG Ivan Lubenov
- ENS Katie Labbe
- ENS Lisa Lacross

USS JOHN S MCCAIN (DDG 56)

- LTJG Nathan Slaughter
- LTJG Aaron Vandriessche
- ENS Benjamin Carrington
- ENS Michael Smiley
- ENS Eugene Yip

USS MITSCHER (DDG 57)

- LTJG Justin Ramseur
- ENS Bryson Alexander
- ENS Christopher Dambra
- ENS Chad Kenton
- ENS Ashley Marcellino
- ENS Karina Monroe

USS LABOON (DDG 58)

- LTJG Thomas Oswald
- ENS Keely Hughes
- ENS Joseph Lillie
- ENS Matthew Smith

USS RUSSELL (DDG 59)

- ENS Janae Estrada
- ENS Gregory Mehm
- ENS Kelly Obryant
- ENS Timothy Strawser

USS PAUL HAMILTON (DDG 60)

- LTJG Sarah Early
- LTJG John Crow
- LTJG Jeremy Jones
- LTJG Ashleigh Share

USS RAMAGE (DDG 61)

- LTJG Matthew Taber
- ENS Bryn Moriarty

USS FITZGERALD (DDG 62)

- ENS Patrick Barnes
- ENS Daniel Baxter
- ENS Jeremy Brooks
- ENS Hollis Capuano
- ENS Matias Delcastillo
- ENS Jasmine Hanner

USS STETHEM (DDG 63)

- LTJG Brandon Davis
- LTJG Rebecca Speer

USS CARNEY (DDG 64)

- LTJG Milton Cantos
- ENS Charles Cahoon
- ENS Melissa Carwile
- ENS Seelye Clements
- ENS Marina Nanartowich
- ENS Fallon Puppola
- ENS Ryan Trenck

USS BENFOLD (DDG 65)

- ENS Thomas Baker
- ENS Dane Boudreau
- ENS Erin Lucas

USS GONZALEZ (DDG 66)

- LTJG Ian Long
- ENS Richard Fauci
- ENS Charles Frye
- ENS Josue Ramoscalvario

USS COLE (DDG 67)

- LTJG Michael Tomsic
- ENS Christopher Chipps
- ENS Nicolas Diverde
- ENS Samuel Hadik
- ENS James Kluxen
- ENS David Mahoney
- ENS Matthew Smith
- ENS Hannah Taylor

USS THE SULLIVANS (DDG 68)

- ENS Lizandro Castro
- ENS Lauren Chapman
- ENS Matthew Golub

USS MILIUS (DDG 69)

- LTJG Conor Krebs
- LTJG Ashley Diener
- LTJG Matthew O'Neill
- ENS Cameron Boehme
- ENS Nichalos Everhart
- ENS Kathy Goossen
- ENS Matthew Kimble
- ENS Emily Mellin
- ENS Natalia Widulinski

USS ROSS (DDG 71)

- ENS Ian Johnston
- ENS Anthony Joseph
- ENS Kelly Moon
- ENS Benjamin Wolf

USS MAHAN (DDG 72)

- LTJG Jonathan Godbolt

USS DECATUR (DDG 73)

- LTJG Laura Baumgartner
- LTJG Dennis Hooks

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS MCFAUL (DDG 74)

- LTJG Trevor Coleman
- LTJG Kevin Darby
- ENS Amber Beale

USS DONALD COOK (DDG 75)

- LTJG Richard Kelly
- ENS Jonathan Bermudezmendez

USS HIGGINS (DDG 76)

- LTJG Jacob Artman
- LTJG Colin Doherty
- ENS Skyler Hawkes

USS O'KANE (DDG 77)

- ENS Samuel Ross

USS OSCAR AUSTIN (DDG 79)

- LTJG Christopher Davismiklues
- LTJG Matthew Remkiewicz
- ENS Andrew Bergstrom
- ENS Kirsten Krock
- ENS Kyle Moros

USS WINSTON CHURCHILL (DDG 81)

- LTJG Joshua Keyser
- ENS Nicholas Bonsall
- ENS Nicolai Carlson

USS LASSEN (DDG 82)

- LTJG Matthew Gerrek
- ENS Alexander Crosby
- ENS Mrinal Menon
- ENS Haben Petros

USS HOWARD (DDG 83)

- LTJG Charles Fischer
- LTJG Donald Panter
- ENS Mary Sanford

USS BULKELEY (DDG 84)

- LTJG Frank Dembia
- LTJG Kevin Moore
- ENS Alixe Bunyard
- ENS Frank Cifaldi
- ENS Charles Royster
- ENS Nadine Harrison

USS MCCAMPBELL (DDG 85)

- LTJG Austin Fleming
- ENS Sara Johnson
- ENS Hana Lee
- ENS Kathleen McDowell
- ENS Zi Yang

USS SHOUP (DDG 86)

- LTJG Christopher Anderson
- LTJG Michael Cox
- LTJG Victoria Hudgins
- ENS Carolyn Ewert
- ENS Anthony Spicker
- ENS Olivia Wittman

USS MASON (DDG 87)

- LTJG David Wong
- LTJG Ethan Yelverton
- ENS Megan Lee

USS PREBLE (DDG 88)

- LTJG Wonbin Ko
- LTJG Anthony Micco
- ENS Jed Theobald
- ENS Trent Warner

USS MUSTIN (DDG 89)

- LTJG Anthony Rush
- ENS Kristen Ainslie
- ENS Harry Hartenstine
- ENS Matthew Jones
- ENS Ki Jung
- ENS Edward Muffoletto
- ENS Camille Ross
- ENS Tikhon Ruggles

USS CHAFEE (DDG 90)

- LTJG Cameron Fletcher
- ENS Preston Chaffee
- ENS Antonio Roa

USS PINCKNEY (DDG 91)

- ENS June Capelle
- ENS Emily Gowell
- ENS Kalan Kelly
- ENS Robert Kress

USS MOMSEN (DDG 92)

- ENS Leslie Aird
- ENS Vanessa Berry
- ENS Alexis Werner
- ENS Kristin Wihera

USS CHUNG HOON (DDG 93)

- LTJG Celeste Bergey
- LTJG Roland Hansen
- LTJG William Moore
- LTJG Dimitri Paspalaris
- LTJG James Robinson
- ENS Philip Calcaterra
- ENS Annis Cox

USS NITZE (DDG 94)

- ENS Isaac Rook
- ENS Jeffrey Trezza

USS JAMES E WILLIAMS (DDG 95)

- LTJG Michael Owens
- ENS Briana Hogan
- ENS Michael Scarborough

USS BAINBRIDGE (DDG 96)

- ENS Michael Johnson

USS HALSEY (DDG 97)

- LTJG Ruben Maldonado
- ENS Jessica Krueger
- ENS Christian Metzler
- ENS John Smith

USS FORREST SHERMAN (DDG 98)

- LTJG Michael Howard

USS FARRAGUT (DDG 99)

- LTJG Andrew Blazuk
- LTJG James Husted
- LTJG Hilary Nedvidek
- ENS Lauren Schearer
- ENS Marcus Terrell

USS KIDD (DDG 100)

- ENS Nicholas Dubee
- ENS Sean Lawlor

USS GRIDLEY (DDG 101)

- ENS Zachary Arnold
- ENS Bailey Miller
- ENS Daron Parker
- ENS Nicholas Spadaccini
- ENS Emerson Wahl
- ENS Christian Yoo
- ENS Elizabeth Young

USS SAMPSON (DDG 102)

- LTJG Blake Hendrick
- ENS Christina Carson
- ENS Grant Cooksey
- ENS Brynn Gray
- ENS Mark Heier
- ENS Barton Hicklin
- ENS Porsha Lorick
- ENS Ashley Mannix

Newest Surface Warfare Officers

Congratulations to the Fleet's Newest Surface Warfare Officers!

USS TRUXTUN (DDG 103)

- LTJG Brett Barrett
- LTJG Brijet Mall
- LTJG Adam Mattison
- LTJG Rachel Mattis
- ENS John Greene

USS STERETT (DDG 104)

- LTJG Justine Casciani
- ENS Leslie Beatrice
- ENS John Bishop
- ENS Colleen Daly
- ENS Matthew Delavega
- ENS Anthony Gerhardt
- ENS Robert Griffinduncan
- ENS Kyle Hanton
- ENS Kevin Spillane

USS DEWEY (DDG 105)

- ENS Richard McClain
- ENS James McCullen
- ENS Bradley Nye
- ENS Jonathan Pavell
- ENS Scott Walker

USS STOCKDALE (DDG 106)

- LTJG Andra Florea

USS GRAVELY (DDG 107)

- ENS Brooke Amoroso
- ENS Andrew Eckroade

USS WAYNE E MEYER (DDG 108)

- ENS Michael Murphy

USS JASON DUNHAM (DDG 109)

- LTJG Bilal Awad
- LTJG Nicole Gailliot
- LTJG Kaitlin Roseti
- ENS Adam Drucker
- ENS Rebekah Fleming
- ENS Anderson Walls

USS WILLIAM P. LAWRENCE (DDG 110)

- ENS Jeremy Bullard
- ENS Kathryn Ellefson
- ENS Ryan Hetherington
- ENS Carl Rosman
- ENS Wesley Sadler
- ENS Daniel Sanchez
- ENS Jonathan Serra

USS SPRUANCE (DDG 111)

- ENS Grace Bambushew
- ENS Russell Carvajal
- ENS Andrew Robbins
- ENS Quinn Sloan

USS MICHAEL MURPHY (DDG 112)

- ENS Jacob Heuss
- ENS Eva Lafiura
- ENS Lauren Seebode
- ENS Ikechukwu Ume

USS VANDEGRIFT (FFG 48)

- ENS Julian Abellar
- ENS Justin Borja
- ENS Cordaress Chambers

USS GARY (FFG 51)

- LTJG Justin Liu
- ENS Matthew Caliguri
- ENS Alicia Crawford
- ENS John Shinnick

USS SIMPSON (FFG 56)

- ENS Mark Hammerquist
- ENS Arabia Littlejohn
- ENS Jamar Miles
- ENS Tony Nelson
- ENS James White

USS SAMUEL B ROBERTS (FFG 58)

- ENS Jordan Gilmore

USS KAUFFMAN (FFG 59)

- LTJG Joshua Helms
- LTJG Monica Killoran
- LTJG Wade Meyers
- LTJG Ian Weller
- ENS Karl Ankersen
- ENS Renee Brilhante
- ENS Tyler Sellmer

USS RODNEY M DAVIS (FFG 60)

- LTJG Tracey Bruce
- ENS Carolee Dearmon
- ENS Benjamin Marrs
- ENS Jared Taylor
- ENS Alice Wu

USS INGRAHAM (FFG 61)

- ENS Adam Claudy

USS SENTRY (MCM 3)

- ENS Stephen Bean
- ENS Kyle Murphy

USS DEVASTATOR (MCM 6)

- ENS Jonashon Ackermorehead

USS PIONEER (MCM 7)

- LTJG Justin Davis
- LTJG Michael Foster

USS PATRIOT (MCM 9)

- LTJG Edward Miettinen

USS WARRIOR (MCM 10)

- LTJG Coulter Heavenrich
- LTJG Russell Keuling

USS GLADIATOR (MCM 11)

- ENS Nicholas Hulsey
- ENS Gordon Law

USS DEXTROUS (MCM 13)

- LTJG Christopher Miller
- LTJG Matthew Richmond
- ENS Jeb Cariker
- ENS Darien Green
- ENS Alexander Jung

USS CHIEF (MCM 14)

- ENS Joseph Kessopha
- ENS Joshua Kunz

MCM CREW BULWARK

- LTJG Andrew Peterson
- ENS Christopher Girouard
- ENS Nicholas Perkins
- ENS Matthew Scarborough

MCM CREW CONFLICT

- LTJG Joseph Klopp
- ENS Christopher Dugan
- ENS Brian Howell
- ENS Christopher McKinney

MCM CREW DOMINANT

- LTJG David Zapata
- ENS Steven Beaudet

Graduate Education

Graduate Education Opportunities

We've recently outlined graduate education opportunities, but with the December 2015 Naval Postgraduate School (NPS), Naval Reserve Officers Training Corps (NROTC), and USNA Leadership Education and Development Program (LEAD) boards less than six months away, now is the time for Second Tour Division Officers with PRDs in 2016 to consider the available options for graduate education, prepare applications, and ensure records are updated with all qualifications.

The SWO community's top priority is for Junior Officers to complete their graduate education and Joint Professional Military Education Phase 1 (JPME Phase 1) during their first shore tour. While all programs are competitive, advanced qualifications play a major role in selection during internal boards for NPS, NROTC and LEAD. Earning advanced qualifications and providing breakout performance at sea are the best ways to earn shore duty with education time unencumbered by traditional shore duty.

USNA LEAD: PERS-412 has 4-7 billets annually for the USNA Leadership Education and Development Program (LEAD). In the first year of the program, Officers earn a Master's degree of Professional Studies in Leadership Education and Development from the University of Maryland. Following the academic portion, two years are spent as a Company Officer. PERS-41 holds a selection board in the Fall each year for Officers to enter the program in May of the following year. RJCSRB is required within 14 days of selection.

<http://www.usna.edu/OfficerDevelopment/LEL/LEAD/index.htm>

USNA GE+T: The USNA Graduate Education plus Teaching (GE+T) program provides approximately 12 months of graduate education at either a selected civilian institution in the Baltimore, MD/Washington, DC area or the Naval Postgraduate School, directly followed by a two-academic-year teaching assignment at USNA as an Officer-instructor. RJCSRB is required. For more information, visit:

<http://www.usna.edu/AcDean/offpos/get.html>.

OLMSTED Scholar: The Olmsted Scholar Program provides two years of graduate study using a foreign language while providing overseas cultural and travel opportunities and often leads to a graduate degree at a foreign university. This prestigious program is key to preparing young officers for future leadership roles as the Navy faces the ever-increasing challenges and complexities of today's international environment. Olmsted Scholars achieve fluency in a foreign language, gain a deep appreciation for foreign cultures, acquire regional expertise by studying and traveling overseas, and may earn a Liberal Arts Master's Degree. Applications for FY-17 are due NLT 28 August 2015. For more information, see NAVADMIN 064/15 or visit:

<http://www.olmstedfoundation.org>

The latest SWO Career Planning Brief and Spouse Brief are posted to the PERS-41 website.

These briefs are a great tool for career planning and wardroom training.

<http://www.public.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>

Graduate Education

POLITICO-MILITARY Masters (PMM) Degree Program: The PMM program provides Navy officers a graduate education in strategy and politico-military affairs at leading civilian institutions (CIVINS) throughout the United States. Approved officers will be selected for a one-year master's degree program. The PMM program is recommended for Junior Officers (O3-O4) who are completing their division officer or department head tours. Participating institutions include:

- University of Washington
- Harvard University
- Johns Hopkins University
- University of Virginia
- Princeton University
- Tufts University
- University of Chicago
- University of California, San Diego

PMM applications for the Academic Year 2016-2017 are due NLT 28 August 2015. For more information, see NAVADMIN 152/15.

***** NOTE:** *This program is independent of the new TYCOM CIVINS Graduate Education Program that is part of Sailor 2025.*

Executive Master of Business Administration (EMBA): The NPS defense-focused EMBA is a 24-month, fully-funded, part-time graduate program focused on resource management. The program prepares middle to senior grade active-duty officers, lieutenant commander (select) and above, whose career paths do not support in-resident graduate education. Students attend class during normal duty hours one day a week for 6-7 hours in their local duty area. The primary course delivery mode is two-way video and audio video teleconferencing. Students enter the program as a “cohort,” taking classes together and completing the program as a group. All students are required to attend a one-week orientation session at NPS the week prior to the first quarter of classes. Two cohorts convene per fiscal year (spring/fall). Upon successful completion of the EMBA program, students are awarded an Executive Master of Business degree and earn a 3100P subspecialty code (Financial Management – Defense Focus). For more information visit:

<http://www.nps.edu/Academics/Schools/GSBPP/Academics/EMBA.html#DONM>

Legislative Fellows Program: The Legislative Fellows program allows Naval Officers and Department of the Navy civilians to broaden their understanding of the legislative process and the operation of the U.S. Congress through a year-long full-time assignment to the office of a Member of

Have you PCS'd in the last 6 months? Have you provided your detailer with your current contact information (email, mailing address, and telephone number) and duty preferences? Service members are encouraged to keep their detailer apprised of any changes in their contact info or status.

Graduate Education

the House of Representatives or the Senate. All active duty unrestricted line officers in the grades of Lieutenant Commander to Commander are eligible to apply. The selection process will focus on individual performance, promotion potential, academic and subspecialty qualifications, needs of the Navy, and availability for follow-on assignment. Officers with permanent change of station orders already issued will not be considered.

Upon execution of orders, fellows agree to serve for three years following completion or termination of the fellowship. A follow-on utilization tour in legislative affairs is preferred (making career timing an important consideration), but depends on community-specific billet requirements, needed officer progression, and availability of legislative assignments. All officer applicants must contact their detailers for counseling on the career impact of participation in the Legislative Fellowship program. For more information visit: http://www.navy.mil/local/ola/legislative_fellowship1.asp

Navy Federal Executive Fellowship (FEF): The FEF program provides selected officers an opportunity to improve their understanding of the national security decision-making process through assignment to world-class research organizations and academic institutions. Fellows will serve follow-on tours in a number of critical strategy and policy, national security decision-making, and international engagement billets on major Joint and Navy staffs.

All active duty unrestricted line officers in the grades of Lieutenant Commander to Captain are eligible to apply. Preference for selection will be given to officers with a 2000P (National Security) or 2300P/2301P (Naval Strategy) subspecialty-coded Master's degree and demonstrated interest and/or experience in national security strategy, policy, or politico-military affairs.

FEF graduates incur a service obligation that is three times the number of months of the fellowship. FEF tours are normally 10-12 months in length, depending on institution requirements. Federal Executive Fellows will serve at least one reutilization tour in a validated naval strategist billet in a major N5 / J5 staff billet as soon as possible, but not later than the second subsequent shore tour.

Applications for FY17 are due NLT 28 August 2015. For more information, see NAVADMIN 159/15 or OPNAVINST 1500.72G.

Navy Hudson Fellowship: The U.S. Navy Hudson Fellowship is the U.S. Navy counterpart to the Royal Navy's Hudson Fellowship at the University of Oxford. Saint Antony's College, which specializes in International Affairs, typically hosts the Hudson Fellow. The Hudson Fellow will be involved in the Changing Character of War (CCW) program, led by the History Faculty at Oxford. CCW brings together representatives of the British Armed Services, Government, and multinational organizations to provide practical knowledge in the interdisciplinary study of war and armed conflict.

All active duty post-command Commander and Captain unrestricted line officers are eligible to apply. In addition to the U.S. Navy's FEF screening board, a final screening and approval by the University of Oxford Governing Board is required. Applicants must include a 2-page research

Graduate Education

proposal with their applications. The Oxford research proposal template can be found at:

<http://www.public.navy.mil/bupers-npc/officer/Detailing/educationplacement/Pages/default.aspx>

Hudson fellowship graduates incur a service obligation that is three times the number of months of the fellowship. Hudson fellowship tours are normally 10-12 months in length. The Hudson Fellow will serve at least one reutilization tour in a validated naval strategist billet in a major N5 / J5 staff billet as soon as possible, but not later than the second subsequent shore tour.

Participating institutions include:

- The Fletcher School of Law and Diplomacy, Tufts University
- Hoover Institution on War, Revolution, and Peace, Stanford University
- John F. Kennedy School of Government, Harvard University
- Washington Institute of Near East Policy
- Security Studies Program, Massachusetts Institute of Technology
- Duke University
- Atlantic Council
- Brookings Institution
- Center for a New American Security
- Center for Strategic and International Studies
- The Research and Development Corporation (RAND)
- Johns Hopkins University Applied Physics Laboratory

Applications for FY17 are due NLT 28 August 2015. For more information, see NAVADMIN 159/15 or OPNAVINST 1500.72G.

Secretary of Defense Corporate Fellowship (SDCFP): A one-year program established to provide a venue for exceptional officers to experience business innovation practices with the goal of incorporating these best practices into the Navy. Military fellows from each of the Services are paired with senior executives in various corporations known for their willingness to challenge and adapt their business practices. Fellows should expect follow-on assignment to positions involved in strategic management issues related to innovation and transformation.

All active duty officers in the grades of Commander and Captain are eligible to apply.

SDCFP fellowship graduates incur a service obligation that is three times the number of months of the fellowship. SDCFP tours are normally 10-12 months in length, depending on corporate requirements. Past fellows have been assigned to corporations such as AMGEN, Boeing, CNN, CISCO, DuPont, FEDEX, Honeywell, IBM, Merck, Microsoft, Pfizer, Raytheon, and 3M.

Applications for FY17 are due NLT 28 August 2015. For more information, see NAVADMIN 159/15 or visit: <http://dcmo.defense.gov/corporate-fellows-program/>

Graduate Education

Naval Postgraduate School In-Residence Programs: NPS remains the best choice for completing graduate education. Officers earn their degrees while in-residence at NPS, earn JPME Phase 1, and are afforded an excellent quality of life. JPME Phase 1 is included in the majority of the curricula. RJCSRB is not required to attend NPS, with the exception of the MBA and NSA programs. PERS-412 holds a quota competition twice per year (typically in November and May) for all NPS curriculums. Officers must have their Academic Profile Code (APC) calculated to be considered by the board.

***** If you have a PRD between March - September 2016 and are interested in the Fall board, calculate your APC now! *****

FY-16 quotas were confirmed in May and we already have a large number of applicants! Due to increased demand for NPS, additional curriculum groups could become more competitive. Contact your detailer early with primary and alternate curriculum requests. For more information on NPS, including a list of curriculums that support distance learning, visit:

<http://www.nps.edu/>

Naval War College (NWC): NWC's Fleet Seminar program, located in most fleet concentration areas, provides a program for Officers to earn JPME Phase 1 without attending NWC in-residence. Additionally, by taking three qualifying electives (9 credits), an Officer may earn a Master's degree through the NWC Graduate Degree program.

In a few cases where short-notice quotas are available, PERS-41 may be able to send senior Lieutenants to the in-residence Intermediate War College under a rank waiver. For more information, contact your detailer or visit <http://www.usnwc.edu>.

Instructor Program (24/12): This is a 36-month tour that includes 24 months as an instructor followed by 12 months of duty to support graduate education at the school of your choice (however, no separate PCS move is allowed). This option exists for officers at any ATG in a TLO billet, ATRC Dahlgren, SWOS (to include International SWOS), and 5 billets at Nuclear Power School/Nuclear Propulsion Training Unit (21/12). This program is funded by the Graduate Education Voucher (GEV) program. NAVADMIN 149/15 provides details on the GEV program and guidance for FY-16 program application. RJCSRB is required for officers in this program.

The Bottom Line: Most officers selected for competitive graduate education programs possess at least one advanced qualification (EOOW or TAO), and have FITREPs with trait averages significantly higher than RSCA. Performance at sea continues to be rewarded. For additional information on all available programs, visit the NPC graduate education page:

<http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/careerinfo/Pages/GraduateEducation.aspx>

PERS-413 Placement

Anti-Submarine Warfare Evaluator (ASWE) Quotas

IAW CNSP/CNSL INST 3361.2 - Anti-Submarine Warfare Qualification, all Ticonderoga Class Cruisers (CGs) and Arleigh Burke Class Destroyers (DDGs) are required to have two Surface Warfare Officer qualified Anti-Submarine Warfare Evaluators (ASWE) in order to earn their ASW certification. Unfortunately, PERS-41 is only resourced to provide the ASWE and ASW WTI courses of instruction to the billeted ASWO for each DDG and CG, not for a second SWO-qualified ASWE. Many ships have been asking their Placement Officer to send one of their other second-tour Division Officers to the course for certification purposes, but this is simply not an option based on the stringent Temporary Duty under Instruction (TDI) budget within PERS-4.

The respective TYCOMs are aware of this financial constraint and are working with individual ships to ensure the proper training is received in support of certification. Should a TADTAR augment be required to send a second SWO-qualified Officer through the ASWE course, ships are requested to first receive permission for the augment and then request a quota through their Placement Officer for the ASWE class convening that best fits the ship's operational schedule. Due to historic ASWE quota availability, ships need to coordinate quota reservations early.

If you have any questions or concerns regarding the ASW Qualification instruction or quota availability, please contact your Placement Officer.

Prospective Commanding Officer Helicopter Indoctrination

Until recently, the only approved Helicopter Indoctrination (Helo INDOC) course was offered in Mayport, Florida through Helicopter Maritime Strike Wing, Atlantic (HSMWL). This training has now been extended to HSMWP in San Diego, California. In an effort to level load the demand on the respective wings, all PCOs and PXOs en route Atlantic Fleet (LANT) homeported ships will attend Helo INDOC in Mayport, and all Pacific Fleet (PAC) homeported PCOs and PXOs will attend in San Diego.

LANT PCOs and PXOs can expect a two-day I-Stop in Mayport on a Monday and Tuesday during their pipeline, usually directly following TYCOM INDOC. HSMWL requires three students as a minimum to hold the course, so placement officers will schedule the course to both satisfy that requirement and accommodate the requests of the respective PCO/PXO as best possible.

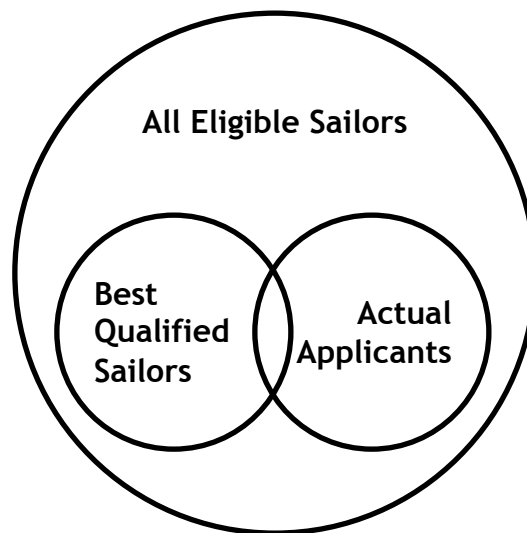
PAC PCOs and PXOs will attend Helo INDOC directly following TYCOM INDOC at CNSP. Pipelines will include a two-week I-Stop at CNSP, with the first week dedicated for the traditional TYCOM INDOC and scheduled IAW the CNSP TYCOM INDOC calendar. While still administratively assigned to CNSP, all PCOs and PXOs will attend Helo INDOC the Monday and Tuesday of the second week with HSMWP. The remaining three days can be spent with the TYCOM, ISIC, ATG, or other San Diego commands as deemed appropriate by the PCO/PXO.

PERS-414 Limited Duty / Chief Warrant Officers

Surface LDOs and CWOs of the Future

Commanding Officers sometimes dream of handpicking key members of their wardroom (some even try to do so). They know that the success of their command, in peace or war, rests on the shoulders of its officers. Within the collective Surface Warfare Enterprise wardroom, Limited Duty Officers (LDO) and Chief Warrant Officers (CWO) play a significant role, a role commensurate with their large numbers (2,500 billets/officers). Clearly, the health of that component of the SWE wardroom is of vital interest to us all.

How do we maintain and enhance the health of the Surface LDO/CWO community over time? Simple: Commission the most highly qualified Chiefs and First Class Petty Officers into their ranks. How do we do that? The answer to that question is not so simple. Consider the following diagram:



The large, outer circle represents all of the Surface Sailors who meet LDO/CWO program eligibility requirements. The inner circle at left represents those eligible Sailors who are best qualified to serve as LDOs and CWOs. The inner circle at right represents those Sailors who actually apply for the LDO/CWO program. Some of our best qualified Sailors actually apply, many do not; some of the actual applicants are among our best qualified Sailors, many are not. The January In-Service Procurement board can choose only from among those who actually apply. There are pre-determined quotas for each of the LDO/CWO designators, and while all selectees must meet the “fully qualified” standard, the quality of that year’s commissioning class ultimately depends upon the quality of the applicant pool.

While it is impossible to precisely quantify the number of Sailors in the two inner rings, or the degree of overlap, there is no question but that there is room for improvement. Improvement means shoving the left hand circle (best qualified) deeper into the right hand circle (actually apply). That requires leaders who aggressively identify those best qualified Sailors, ensure they are familiar with the program, and encourage them to apply.

PERS-414 Limited Duty / Chief Warrant Officers

There may be many reasons highly qualified Sailors do not apply for LDO or CWO: lack of knowledge or misunderstandings about the program; uncertainties about life in the wardroom; the familiarity and bonds of the Goat Locker; lack of confidence; etc. Many if not all of those restraints can be addressed through focused, 1-on-1 interactions with the Sailors.

Traditionally, the LDO/CWO community has stressed that its members “recruit your relief.” That approach is appropriate and necessary, but not sufficient. SWO CO, XO, Department Head involvement in the recruiting process, particularly at the individual Sailor level, can have a major impact on the quality of future year LDOs and CWOs. LDOs and CWOs do and should own the program, but they always benefit from the support of other officers who are impacted by its effectiveness.

How is your application season going this year? How are officers being selected to sit on the critical interview appraisal boards within your command? Has the wardroom earnestly tried to identify and recruit the most promising LDOs and CWOs-in-waiting? Are unready Sailors being counseled on how to improve their readiness to serve as LDOs and CWOs? The health of our Force depends to some degree on how ships and other commands across the Navy answer those questions.

To assist commands who may not have an established program, we have developed a *Surface LDO/CWO Application Season Starter Kit*. Contact the Surface LDO/CWO Assignments Branch Head for a copy (john.popham@navy.mil).



A landing craft air cushion (LCAC) enters the well-deck of the amphibious transport dock ship USS Arlington (LPD 24). Photo by MCSN Cole Keller.

PERS-417 Full Time Support

Please join PERS-46 in welcoming our NEWEST FTS SWO's recently selected during the Spring FTS Re-Designation Board:

- CDR Tonrey Ford
- LCDR Hector Reyes
- LCDR Lakisha Washington
- LT Michelle Melvin
- LTJG Kareem Coley
- LTJG Ian Fagan
- ENS Casey Cannon

FTS promotion opportunities remain strong and steady. The reasoning for this is that we're able to absorb long term manpower changes (increases or decreases in billets) by balancing accessions (lateral transfers) and losses (retirements, separations, etc.), and keep our promotion opportunities relatively steady. To see for yourself, visit the NPC Reserve Officer website and compare our promotion results against the FY 2014 or FY 2015 Active Duty promotion results - you'll see that we're doing well.

Promotion Zones

NAVADMIN 274/14 announces the FY-16 Navy Reserve promotion boards including FTS, and identifies the Senior and Junior in-zone for each competitive category. If your seniority falls between the listed lineal numbers or you are one of the officers listed, then you are in-zone. On average, you're in-zone for your next promotion when you reach six years Time in Grade (TIG). Zones change as officers retire and new FTS officers with varying levels of seniority are gained into our community. You should double-check with your detailer no later than three years after your last promotion to see when you're expected to be in-zone for your next promotion, because chances are good that you will be looked at a year sooner than you expected (or a year later), and by asking at three years TIG, you can make a more informed decision about your career timing and next duty assignment.

NOSC CO Screening and Slating

The O3-O5 NOSC CO screening board will convene on 21 Sept. If you have made yourself eligible for NOSC CO by either completing a NOSC Command Qualification Oral Board or have been awarded the LN7 AQD, please send your preferences to LCDR Clinton Blankenship (clinton.e.blankenshi@navy.mil). The projected slate can be found on the NPC website in the Officer Detailing, FTS - NOSC Command section. Preferences must be received by 01 August.



New Additions to the PERS-41 Team



CDR Michael Tollison
PERS-416 Explosive Ordnance
Disposal (EOD) Detailer



LCDR Neil Gabriel
PERS-413 Placement
Branch Head



LCDR Jason Lester
PERS-411A CDR/LCDR
(A-E) Detailer



LCDR Donann Gilmore
PERS-411D CDR/LCDR
(R-Z) Detailer



LCDR Will Fensterer
PERS-413A Atlantic Fleet
Cruiser/Destroyer
Placement Officer



LCDR Drew Greenlees
PERS-413B Pacific Fleet
Cruiser/Destroyer
Placement Officer



LCDR Cullen Greenfield
PERS-412A Junior Officer
Shore Coordinator



LCDR Pete Furman
PERS-414D LDO/CWO
Electronics/Ordnance Detailer



LCDR Adrienne Rosetti
PERS-412M 1st Tour
Department Head Detailer



LT Will Barksdale
PERS-414B LDO/CWO
Deck/Operations Detailer



LT Jeremy Thurman
PERS-412K Junior Officer
(I-N) Detailer



LT Danielle Smith
PERS-412H Junior Officer
(C-H) Detailer

PERS-41 Farewells



CDR Gareth Healy



LCDR John Gaines



LCDR Cass Farrell



LCDR Amy Lindahl



LCDR Judson Mallory



LCDR Matt Powell



LCDR Frank Ryan



LCDR Al Siegrist



LCDR Clint Waggoner



LCDR Josh Wolf



LT Joe Mills



LT Kailey Snyder

Fair Winds & Following Seas to these phenomenal Officers who made a lasting impression on the Surface Warfare community during their PERS-41 tours.

BRAVO ZULU!

Ship in the Spotlight

USS TEMPEST (PC 2) and USS MONSOON (PC 4) Tackle INSURV

Courtesy of CDR Tom Shultz, Commander, Patrol Coastal Squadron ONE

Manama, Bahrain – This past February, after months of preparation along with balancing busy C5F operational schedules, USS TEMPEST (PC 2) and USS MONSOON (PC 4) received above class average results on INSURV, achieving scores of 93% and 94% respectively.

So how did these over-20 year old ships with crew numbers less than 30 Sailors do it? Teamwork is one of the biggest reasons. Out in C5F, you've got 10 PCs that share the same pier, and then an ISIC, Patrol Coastal Squadron ONE, within a stones throw that's built like an old



Coastal Patrol ships assigned to Patrol Coastal Squadron ONE transit in formation during a divisional tactics exercise. Photo by MC2 Charles Oki.

Readiness Squadron, taking some of the load off the ships by conducting much of the maintenance, providing all supply support, and similar to ATG, PCRON ONE conducts all training and certifications. In having the ships and a 'one-stop shop' ISIC all together, PC Sailors learn quickly that working together breeds success.

The other reason for their success lies in the PC Sailor and the family-like environment that develops onboard. While a small crew size can pose challenges, it also provides tremendous opportunities. "No where else is there the opportunity to earn the same responsibility as there is on a PC," said EN2 Jeremy Coronado, who is one of the EOW's on MONSOON. "Everyone is part of the mission on the ship," says LT Hunter Washburn, CO of MONSOON, "our ET2 is the EMO and our BM1 is the best CONN onboard." It also provides a rare occasion for second tour division officers to have leadership positions as department heads and to qualify for TAO. LT Urbas, Operations Officer on TEMPEST says, "Our Sailors will always get the job done if we give them the guidance and leadership they need. On a PC the spirit of Navy Sailors is always evident." This esprit de corps was most evident leading up to INSURV. "It's the fourth quarter, we've got this," said TEMPEST's EMFN Craycraft the day before INSURV.

Following INSURV both ships immediately went back into the operational cycle under CDS-50. TEMPEST has been working with our coalition partners in CTF 150, outside the Arabian Gulf performing Maritime Security Operations. "It's been great to see how all the hard work paid off as we execute various missions, get the chance to work with our Coalition partners and execute a port visit in Muscat," said LCDR Chris Turmel, CO of TEMPEST.

Both Commanding Officers are extremely proud of their crews. Despite their small size, PCs are perhaps the biggest thing going in the Arabian Gulf!

Surface Warfare Officer in the Spotlight

LCDR Samantha O'Neil



Education:

- United States Naval Academy, B.S. in English
- University of Maryland, M.P.S. in Leadership, Education, and Development

Previous Tours:

- USS PREBLE (DDG 88), Chief Engineer
- U.S. Naval Academy, Company Officer
- USS PEARL HARBOR (LSD 52), Assistant Chief Engineer
- USS CURTIS WILBUR (DDG 54), Communications Officer

Current Assignment:

- USS COWPENS (CG 63) Chief Engineer

On Performance:

Let me start by saying writing about my own performance is a very difficult thing to share. I continue to develop my own leadership skills and my performance is still a work in progress. While others may be driven to be the number one officer in the wardroom, I am motivated by fear of failure—that I will have failed my Sailors. I work hard and apply my best effort daily while trying to anticipate future roadblocks. I am extremely self aware and always try to maintain an even-keeled demeanor despite the chaos that surrounds me at times.

I was filled with anxiety the day I reported on COWPENS. I heard all the rumors about her deployment, the culture, and the immense workload that lay before me. What I quickly learned was that Sailors, including senior leadership, often wanted to do the right thing, but chose not to for a variety of reasons. Collectively though, they wanted standards enforced, wanted to be in a routine, wanted consistency, and wanted leadership. Identifying Sailors' needs was easy, but implementing change was, and remains difficult because of "cultural inertia".

I started by listening, validating, and addressing my Sailors' concerns. This was an important step in getting my department moving forward. I offered them perspective and reassurance that over time, things would improve. I had to understand COWPENS' mission and then convey that mission to my leadership down to the deck plates. It required walking the deck plates, getting into all of my spaces, and getting to know each one of my Sailors.



Surface Warfare Officer in the Spotlight

I made time to assess big picture requirements. From material to personnel, I had to find a way to tackle all the problems. Admittedly, I trusted a very small handful of Sailors my first few months onboard. Trying to establish trust was difficult when trying to enforce standards that require people to do things that they don't want, or like, to do. The crew wanted to do well, but was overwhelmed. It was not uncommon to walk five steps and find a major material discrepancy that required immediate attention. Against all of my SWO instincts and training, I had to decide which discrepancies were my first priority and which could wait. It would have been easy to keep Sailors onboard 24 hours a day, 7 days a week to try and fix the material condition of the ship, but our mission was to also mend morale and build trust amongst the crew.

My top priority was establishing basic engineering and safety standards. Discovering pieces of equipment that hadn't worked in years, or systems operated NOT IAW any approved procedures was disheartening, but we made valiant efforts to document and correct those discrepancies. I identified the lack of communication in and outside of my department. I now trust my leadership implicitly, but it required holding two daily khaki meetings to ensure leadership communicated with one another.

Accountability across all facets was important, and reinforced the basic standards that we tried to establish. The parallel between accountability and developing a sense of responsibility cannot be denied. When one happens, the other follows.

I had to adapt my leadership style and bend to the ship's needs rather than attempt to bend the ship to my leadership style. I offer all this guidance, but I have made many course corrections along the way and will no doubt change again. Our mission has changed no fewer than a dozen times, but the basic principles remain the same.

I am extremely proud to serve on COWPENS and am thankful for the opportunity to work with a superb crew of Sailors.

On Work-Life Balance:

I am very lucky to have a husband who unconditionally supports me. Being dual service has presented its own set of challenges, but we understand each other's stressors. We are both extremely passionate about our careers which does not always leave time for our marriage. Thankfully we both believe quality of time together outweighs the quantity of time together. With the continued support from my husband, family, and other mentors, I am able to rely on their sound advice and validate my biggest worries whether it concerns my job or my family.



Homeport in the Spotlight

NSA Bahrain – Manama, Bahrain

Located in Manama, Naval Support Activity (NSA) Bahrain is home to Commander, U.S. Naval Forces Central Command/Commander Fifth Fleet/Combined Maritime Forces headquarters. The base supports 7,179 military personnel and DOD Civilian employees, 1,197 family members, 93 Tenant Commands, as well as Joint and Coalition Forces.



The Kingdom of Bahrain (which means “Two Seas”) is comprised of an archipelago of 33 islands, a cosmopolitan capital city, an attractive liberal lifestyle and a rich history and culture. Bahrain is a country that prides itself in being a thriving multi-cultural hub which welcomes people from all around the world, thanks to its tolerant attitudes, low cost of living, and abundance of educational and health facilities and services.



Bahrain enjoys mild winters and has numerous water activities to cool off in the summer. The base provides on-site child care and a robust MWR program that conducts year-round activities for kids, families, and single Sailors. The DoDEA K-12 school system offers the International Baccalaureate Program and Advanced Placement Courses for high school students. In addition, there is an existing military family social networking site that serves as an

outstanding resource for recommendations on areas to live, places to eat, and businesses for the bargain-shopping enthusiast.

If outdoor activity is a priority, then the clear waters provide an opportunity to sail, dolphin watch, fish, scuba dive or kite surf. If you prefer to stay on land, there are gyms, horse riding stables and sports clubs that offer rugby, tennis, soccer, cricket, golf and basketball. Association football is the popular sport in Bahrain with the national team having competed in six Olympics, Asian Cup, Arab Nations Cup, and the FIFA World Cup qualifiers. Bahrain’s Formula One racetrack hosts the opening Grand Prix yearly and the Bahrain International Circuit features a full-length drag strip where the Bahrain Drag Racing Club presents organized invitational events showcasing some of Europe’s best drag racing teams.

If you are looking to travel, being stationed in Bahrain provides easy access to destinations like Dubai, London, and Paris to name just a few. Bahrain offers a diverse living experience for families interested in conducting an overseas tour. If you are interested in conducting a professionally rewarding tour in a country rich in culture, contact your detailer to discuss opportunities available in Bahrain.

On Deck

PERS-41 Detailer Trips

Everett, WA	10 Aug 15	Manama, Bahrain	13-17 Sep 15
Pearl Harbor, HI	11-12 Aug 15	Newport, RI	TBD Sep 15
Yokosuka/Sasebo	13-14 Aug 15	Norfolk, VA	TBD Oct 15

Board Schedule

Active O-8 Line / Staff	21 Oct 15
Surface Major / Early Command	2-6 Nov 15
Active O-7 Line / Staff	7-11 Dec 15
Surface Commander Command	7-11 Dec 15
Active O-6 Line	12-20 Jan 16

NAVADMINs of Interest

159/15	AY 2016-2017 Federal Executive Fellowship, Hudson Fellowship, and Secretary of Defense Corporate Fellows Program Call for Applications
152/15	AY 2016-2017 POL-MIL Masters (PMM) Degree Program Call for Applications
149/15	FY-16 Graduate Education Voucher Program
144/15	Executive Master of Business Administration Distance Learning Degree Program for September 2015
113/15	Publication of BUPERSINST 1610.10D (EVALMAN)
108/15	AY 2015-2016 Naval War College Fleet Seminar Program
103/15	FY-16 Specialty Career Path Selection Board
077/15	Post-9/11 GI Bill Policy Update
064/15	FY-17 OLMSTED Scholar Program
057/15	FY-15 Renewal of the Surface Warfare Revised Junior and LCDR CSRB
024/15	OPNAVINST 7220.8 Revision (RJCSRB)
011/15	Establishment of the Naval Strategy Subspecialty 230X

Previous Newsletter Articles of Interest

August 2014

Command Qualification Update
CA Best Practices
War College Opportunities
TLAM/Strike Warfare Update
DH Afloat Screening Changes
DH Sequencing and Timing
2nd Tour DIVO Slating

January 2015

Overseas Screening Update
Career Intermission Program
Warfare Tactics Instructors
Major Command Board Results
Commander Command Board Results
DOSP Update
BDOC Sequencing

<http://www.npc.navy.mil/bupers-npc/officer/Detailing/surfacewarfare/Pages/default.aspx>